



CITY OF COSTA MESA

77 Fair Drive
Costa Mesa, CA 92626

Agenda Report

File #: 25-273

Meeting Date: 6/17/2025

TITLE:

PROFESSIONAL SERVICES AGREEMENT WITH HOAG EXECUTIVE HEALTH FOR A WELLNESS PROGRAM

DEPARTMENT: POLICE DEPARTMENT

PRESENTED BY: MICHELLE BRADBURY, LIEUTENANT

CONTACT INFORMATION: MICHELLE BRADBURY (714) 754-5292

RECOMMENDATION:

Staff recommends the City Council:

1. Award a Professional Services Agreement (PSA) to HOAG Executive Health to provide a wellness program for a five-year term, effective July 1, 2025 - June 30, 2030, for a not to exceed amount of \$150,000 annually.
2. Authorize the City Manager and City Clerk to execute the PSA and any future amendments to the agreement.

BACKGROUND:

Historically, police officers rarely discuss issues or seek assistance for stressors caused by their profession. They ignore or deal with these issues on their own, with little to no assistance from their departments or others. In the 1980s, law enforcement communities started recognizing the increasing stress and trauma that officers face in the line of duty. This led several police departments to create structured wellness programs that included both physical fitness and mental health support. By the 2010s, wellness programs became a more integral part of police departments nationwide, with many adopting formal wellness policies. In 2020, Wellness programs in law enforcement continued to evolve. Many agencies now are offering specialized wellness services, such as fitness assessments, counseling, meditation, and family support programs.

In November of 2022, the California Commission on Peace Officer Standards and Training acknowledged the need for law enforcement organizations in California to create Wellness Programs to support officers. California Assembly Bill 178 provided grant funding to assist agencies in this endeavor. The Costa Mesa Police Department applied for the Board of State and Community Corrections (BSCC) grant and was awarded \$93,376 to establish an Officer Wellness and Mental Health Program. The grant funding enabled the Police Department to establish its first Wellness Program, providing psychological health services and physical wellness support to both sworn and professional staff members.

The Police Department entered into two professional services agreements with two separate service providers. The Counseling Team International provides mental health counseling for employees and their immediate family, and Hoag Executive Wellness provides health assessments and lab testing focused on issues often associated with the high stressors of law enforcement. The grant awarded to the Costa Mesa Police Department was instrumental in establishing the Wellness programs, and all funds will have been utilized by late 2025.

The Police Department recognizes the importance of the Officer Wellness Program and its value in improving officer wellness and expanding the program.

ANALYSIS:

The Police Department's current agreement with Hoag Executive Health is set to expire on June 30, 2025. The agreement is limited to the following services: wellness assessments, blood analysis, and one-on-one consultations for police personnel. Currently, the Department is funding the existing agreement through grant funding from the Board of State and Community Corrections, which is set to expire December 2025.

In order to encourage and increase participation in the wellness program, CMPD is aiming to expand its Wellness Program by increasing the services offered by the program that all police personnel can benefit from. To provide a robust wellness program CMPD prepared a scope of work including various programs and services necessary to expand the department's current wellness program.

The City issued a Request for Proposal (RFP) for the professional services for the Police Department's Wellness Program on February 12, 2025. Two proposals were received and reviewed for compliance with the City's RFP requirements. Staff determined that one of the proposals was not compliant with the City's RFP requirements and therefore was deemed non-responsive. After careful review of method of approach, qualifications and experience, staffing, and cost proposal, staff finds HOAG Executive Health as well qualified to provide a wellness program for the Costa Mesa Police Department.

The proposed service agreement with HOAG Executive Health will expand CMPD's current wellness program by providing annual wellness assessments that include biometric panels, measure cardiovascular fitness, mobility, nutrition assessments, body composition, and postural analysis. A consultant will work with the employees to create individual fitness programs, set goals, and make nutritional recommendations. As part of the expanded program, a wellness coordinator will be assigned to the Police Department and spend 20 hours a week working with employees. The wellness coordinator will lead onsite fitness, strength, and mobility trainings. The coordinator will document and track trends in wellness within the department to ensure they are tailoring their services to meet the needs of department personnel. The wellness coordinator will also conduct workshops and provide educational content on meditation, mindfulness, nutrition, and stress management.

The partnership between Hoag Executive Health and CMPD will enhance the wellness program by providing services and resources aimed at improving the physical and mental health of Police Department personnel. Prioritizing wellness programs will result in a healthy and engaged police workforce that is better positioned to serve the community effectively and compassionately.

Therefore, staff recommends award of a PSA to HOAG Executive Health for five years in a not to exceed amount of \$150,000 annually.

ALTERNATIVES:

City Council could decide not to authorize the agreement with Hoag Executive Health; however, the current grant funding for the Police Department's wellness program will end in 2025. The Department would be forced to end its wellness program and no longer be able to provide employees with health assessments, physical fitness training, nutritional guidance, stress management techniques, or injury prevention programs through a well-qualified provider.

FISCAL REVIEW:

The recurring funding for the wellness program in the amount of \$150,000 annually was approved in the Fiscal Year 2024-25 adopted budget. The ongoing funding for this professional services agreement is included in the Police Department's operating budget in the General Fund (Fund 101).

LEGAL REVIEW:

The City Attorney's Office has reviewed this report and approved it as to form.

CITY COUNCIL GOALS AND PRIORITIES:

This item supports the City Council's Goal:

- Strengthen public's safety and improve the quality of life.
- Recruit and retain high-quality staff.

CONCLUSION:

Staff recommends City Council:

1. Award a Professional Services Agreement (PSA) to HOAG Executive Health to provide a wellness program for a five-year term, effective July 1, 2025 - June 30, 2030, for a not to exceed amount of \$150,000 annually.
2. Authorize the City Manager and City Clerk to execute the PSA and any future authorized amendments to the agreement.