


Jady Leung (Jan 29, 2026 14:03:48 PST)
CITY ATTORNEY'S OFFICE

OAKLAND CITY COUNCIL

RESOLUTION NO. _____ C.M.S.

RESOLUTION AUTHORIZING THE CITY ADMINISTRATOR TO ENTER INTO A PROFESSIONAL SERVICES AGREEMENT WITH EVERGREEN COUNSELING A MARRIAGE AND FAMILY THERAPY CORPORATION, TO PROVIDE BEHAVIORAL SCIENCE CONSULTATION, TRAINING, AND CONFIDENTIAL MENTAL HEALTH SERVICES FOR THE OAKLAND FIRE DEPARTMENT FROM FEBRUARY 1, 2026 THROUGH DECEMBER 31, 2028, IN AN AMOUNT NOT TO EXCEED FOUR HUNDRED FIFTY THOUSAND DOLLARS (\$450,000), WITH TWO ONE-YEAR OPTIONS TO EXTEND THE AGREEMENT FOR UP TO AN ADDITIONAL TWO YEARS IN AN AMOUNT NOT TO EXCEED ONE HUNDRED FIFTY THOUSAND DOLLARS (\$150,000) PER YEAR, WITHOUT RETURNING TO COUNCIL, FOR A TOTAL CONTRACT AMOUNT NOT TO EXCEED SEVEN HUNDRED THOUSAND DOLLARS (\$700,000)

WHEREAS, the Oakland Fire Department (“OFD”) recognizes the critical importance of supporting the mental health and overall wellness of its personnel, who regularly encounter high-stress, high-risk, and traumatic situations in the performance of their duties; and

WHEREAS, exposure to traumatic incidents, cumulative occupational stress, and life-threatening conditions can adversely impact firefighters’ mental health, job performance, and long-term well-being; and

WHEREAS, OFD maintains a Health and Wellness Program that includes Peer Support services, a Critical Incident Stress Management Team, and access to the City’s Employee Assistance Program (EAP), but requires additional professional clinical support to provide specialized behavioral health services, training, and consultation; and

WHEREAS, behavioral science consultation strengthens early identification, prevention, and intervention strategies for work-related stress and enhances the department’s ability to provide timely, confidential support to impacted personnel; and

WHEREAS, engaging qualified mental health professionals is essential to ensuring that firefighters receive evidence-based, confidential, and culturally competent therapeutic services; and

WHEREAS, the City of Oakland issued a Request for Proposals/Qualifications (RFP/Q) on July 18, 2025, in accordance with City procurement and contracting requirements, to solicit experienced providers capable of delivering behavioral science consultation and mental health services tailored to the fire service environment; and

WHEREAS, Evergreen Counseling submitted a responsive and competitive proposal and demonstrated that its licensed clinical staff possess the requisite qualifications, certifications, and experience to meet OFD's needs, including specialized expertise in trauma-informed care, crisis intervention, and occupational wellness; and

WHEREAS, Evergreen Counseling has been identified as the most qualified provider to support OFD's Health and Wellness Program through direct confidential counseling, critical incident response, training, and ongoing consultation; and

WHEREAS, That funds for the agreement are available in the Oakland Fire Department budget and will be drawn from Fund: General Purpose (1010), Project: OFD Behavioral Health (1005991) Organization: Emergency/Suppression-Services (20411), and Program: Fire Suppression/Field Operations (PS17) and Fund: General Purpose (1010), Project: OFD Behavioral Health (1005991) Organization: Fire Chief (20110), and Program: Fire Department Administration (PS15). Funding for future fiscal years may continue to draw from these same sources or may be provided through separate appropriations during the Mid-Cycle FY 2026-27 budget process and the Biennial FY 2027-29 budget adoption; and

WHEREAS, the services to be provided under the agreement are professional, scientific, technical, and temporary in nature and will not result in the displacement or reduction of any City employee holding permanent civil service status; now, therefore, be it

RESOLVED: That the City Council hereby authorizes the City Administrator, or designee, to enter into a Professional Services Agreement with Evergreen Counseling to provide behavioral science consultation, training, and confidential mental health services to the Oakland Fire Department from February 1, 2026, through December 31, 2028, in an amount not to exceed Four Hundred Fifty Thousand Dollars (\$450,000); and be it

FURTHER RESOLVED: That the City Administrator, or designee, is authorized to exercise two one-year options to extend the agreement for an additional two years, through December 31, 2030, in an amount not to exceed One Hundred Fifty Thousand Dollars (\$150,000) per year, for a total contract amount not to exceed Seven Hundred Thousand Dollars (\$700,000); and be it

FURTHER RESOLVED: That OFD shall conduct an annual evaluation of the services provided by Evergreen Counseling to assess performance, service delivery, and effectiveness in supporting firefighter wellness; and be it

FURTHER RESOLVED: That the City Administrator, or designee, is authorized to execute all necessary negotiations, certifications, assurances, and documentation required to accept, modify, extend, or amend the agreement, provided that no amendment resulting in an increase to the total contract amount shall occur without further Council approval; and be it

FURTHER RESOLVED: That the City Attorney shall review and approve the final

agreement as to form and legality, and a fully executed copy of the agreement shall be placed on file with the Office of the City Clerk.

IN COUNCIL, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES – BROWN, FIFE, GALLO, HOUSTON, RAMACHANDRAN, UNGER, WANG, AND
PRESIDENT JENKINS

NOES –

ABSENT –

ABSTENTION –

ATTEST: _____

ASHA REED
City Clerk and Clerk of the Council of the
City of Oakland, California

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