

Agenda Item #13.4
For Council Meeting of: June 16, 2026

CITY OF SANTA ROSA
CITY COUNCIL

TO: MAYOR AND CITY COUNCIL
FROM: JOHN CREGAN, CHIEF OF POLICE
SUBJECT: APPROVAL OF PROFESSIONAL SERVICES AGREEMENT FOR
POLICE WELLNESS SERVICES WITH WORKCARE, INC.

AGENDA ACTION: MOTION

RECOMMENDATION

The Police Department recommends that the Council, by motion, approve a five-year Professional Services Agreement with one five-year renewal option with WorkCare, Inc., Orange, California, to provide a comprehensive wellness program for Police Department employees in an amount not to exceed \$985,000; authorize the City Manager to make non-substantive changes to the Agreement, subject to approval as to form by the City Attorney; and authorize the City Manager to execute the Agreement. This item has no impact on the current fiscal year budget.

EXECUTIVE SUMMARY

The Police Department requires a comprehensive wellness program for all staff to support physical and mental wellness, maintain job performance, and reduce health and safety risks associated with law enforcement work. The program is intended to reduce cardiovascular risk factors such as blood pressure, blood cholesterol, and body composition; address trauma related to employee exposure to critical incidents and opioid-related cases; encourage improved physical fitness levels; and enhance the overall health and wellness of the Department's employees.

GOAL

This item relates to Council Goal #4 - Foster a Safe, Healthy, and Inclusive Community by supporting staff with the resources needed to maintain their health to continue to provide services to the community.

BACKGROUND/PRIOR COUNCIL REVIEW

The Police Department has had a comprehensive wellness program since 2004 which has assisted in educating and supporting the Police Department staff in all areas of health and wellness. A Request for Proposals was issued in April 2026 to assess the qualifications of potential wellness providers, and after careful review by a panel of

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WELLNESS SERVICES
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sworn and civilian police department staff, WorkCare, Inc. was selected to provide this service.

ANALYSIS

The overall wellness of the Police Department staff is critical to providing service to the community. This program encourages health and fitness for sworn and civilian employees by reducing the risk of cardiovascular disease, encouraging physical fitness, reducing the frequency and severity of injuries and overall mental wellness.

Though the Agreement is on the City's standard template, the Agreement contains non-standard unfavorable terms including, but not limited to, a limitation on assignability, limitations to indemnification, and late payment fees.

FISCAL IMPACT

This item has no impact on the FY 2026-2027 budget. Existing appropriations within the Police Department budget are sufficient for this agreement. Future budget appropriations will include this expense going forward.

ENVIRONMENTAL IMPACT

Pursuant to CEQA Guidelines Section 15378, the recommended action is not a "project" subject to the California Environmental Quality Act (CEQA) because it does not have the potential to result in either a direct physical change in the environment or a reasonably foreseeable indirect physical change in the environment. In the alternative, the recommended action is exempt from CEQA pursuant to CEQA Guidelines Section 15061(b)(3) because it can be seen with certainty that there is no possibility that the recommended action may have a significant effect on the environment.

BOARD/COMMISSION/COMMITTEE REVIEW AND RECOMMENDATIONS

Not Applicable.

NOTIFICATION

Not Applicable.

ATTACHMENTS

- Attachment 1 – Professional Services Agreement

PRESENTER(S)

John Cregan, Chief of Police