



CITY COUNCIL MEETING

AGENDA ITEM

Prepared By: <i>Sergeant Josef Garcia</i>	Meeting Date: <i>09/14/2026</i>	Item Name: <i>Employee Wellness Visitation Program</i>
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BACKGROUND

Over the past several years, the impact of employee mental health on organizations has come under increased scrutiny, particularly within law enforcement. These challenges have affected not only the overall well-being of police officers but also organizational outcomes, including a rise in post-traumatic stress disorder (PTSD)-related disability claims. Due to the nature of their duties, public safety personnel are at an increased risk of developing PTSD and other mental health conditions. However, these conditions are treatable, and in many cases preventable. The League of Minnesota Cities (LMC) and the Minnesota Chiefs of Police Association actively promote and support polices that encourage mental health initiatives and peer support programs.

OVERVIEW

The Breezy Point Police Department is proposing the implementation of an Employee Wellness Visitation Program to proactively support employee mental health, resilience, and long-term job performance. The program provides each department member with an annual confidential wellness check-in conducted by a licensed mental health professional experienced in working with law enforcement personnel. Officers may also receive up to three follow-up counseling sessions when clinically appropriate.

All services will remain strictly confidential, with no identifying or clinical information shared with the department, consistent with policy provisions ensuring privacy and HIPAA protections. A counseling provider was selected following a review of credentials and professional qualifications, with additional recommendation from a local agency which utilizes the same provider.

The Personnel Committee met on August 18th to discuss and review the proposed policy and recommends approval of the program as presented.

BUDGET IMPACT

Total program budget is \$5,500 which has already been included in the proposed 2027 preliminary budget.

RECOMMENDATION

Approve program as presented