



MEMORANDUM

TO: Hon. Mayor and Board of Commissioners

THROUGH: Clint Belk, Acting City Manager

FROM: John Mortellite, Acting Fire Chief

DATE: February 4, 2026

RE: Approval of contractual agreement with Tampa Bay Psychology Associates, LLC

Background

The Madeira Beach Fire Department entered into an agreement with Tampa Bay Psychology Associates in 2025 to support fire personnel who experience high levels of occupational stress due to the nature of their profession. The services provided include mental health training, counseling, and related support services.

During 2025, six (6) department members utilized these services. A total of forty-eight (48) counseling hours were provided, including three (3) hours of crisis calls accessed through Tampa Bay Psychology Associates' 24-hour First Responder Crisis Line. Services are available in person at three office locations or remotely via Zoom, allowing for timely and convenient access.

Mental health challenges among first responders continue to represent a significant and ongoing concern. Utilization of these services in 2025 demonstrates an identified need within the department and supports the continued provision of this benefit in the best interest of Fire Department personnel.

The proposed agreement term is from January 1, 2026, through September 30, 2027.

Fiscal Impact

The contractual agreement establishes the following rates: Individual counseling sessions: \$165 per hour (most commonly utilized service), Crisis and emergency response services, including on-site response during critical incidents or debriefings: \$250 per hour and Training, peer support, or general education services: \$300 per hour.

Recommendation

Staff recommends approval of the contractual agreement with Tampa Bay Psychology Associates to continue providing counseling and mental health support services for Madeira Beach Fire Department personnel.

Attachment(s): Agreement with Tampa Bay Psychology Associates, LLC

