



City of Coral Gables
CITY COMMISSION MEETING
November 18, 2025

ITEM TITLE:

A Resolution of the City Commission accepting the recommendation of the Police Department to authorize the services from Law Enforcement Psychological and Counseling Associates for Critical Incident Stress Debriefings, Regular/Annual Wellness Visits, and a specialized Employee Assistance Program (EAP) for public safety personnel with an estimated amount of \$28,000.00 as a "Sole Source" pursuant to Section 2-689 of the City's Procurement Code.

BRIEF HISTORY:

Law Enforcement Psychological & Counseling Associates, Inc. (LEPCA) is the sole provider of Critical Incident Stress Debriefings, Regular/Annual Wellness Visits, and a specialized Employee Assistance Program (EAP) for public safety personnel in Broward, Miami-Dade, and Monroe Counties.

Market research and agency feedback throughout South Florida indicate that no other organization employs culturally competent, licensed practitioners who specialize in police and public safety psychology while offering the full range of these services.

Because these services are provided on an as-needed basis, the number of hours used each month, if any varies. Accordingly, monthly invoices fluctuate based on usage. All services are confidential and accessed by employees only when needed.

The Police Department is requesting to authorize the services from Law Enforcement Psychological and Counseling Associates for Critical Incident Stress Debriefings, Regular/Annual Wellness Visits, and a specialized Employee Assistance Program (EAP) for public safety personnel with an estimated amount of \$28,000.00 as a "Sole Source" pursuant to Section 2-689 of the City's Procurement Code.

ATTACHMENT(S):

Resolution

Sole Source Authorization and Fee Schedule

FINANCIAL INFORMATION:

No.	Amount	Account No.	Source of Funds
1.	\$28,000.00	001-5000-521-3118	General Funds
Total:	\$28,000.00		

Fiscal Impact:

This purchase is an expected 2026 Fiscal Year expense.

BUSINESS IMPACT:

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