



**COMMISSION MEMORANDUM**

TO: Honorable Mayor and Members of the City Commission

FROM: Mayor Steven Meiner

DATE: December 11, 2024

TITLE: DISCUSS/TAKE ACTION – UPDATE FROM ADMINISTRATION CONCERNING MENTAL HEALTH AWARENESS AND OUTREACH FOR CITY EMPLOYEES.

**RECOMMENDATION**

The City of Miami Beach, through its Administration and Human Resources Department, provides certain mental health support and awareness services for City employees. Mental health awareness helps create and establish healthier living conditions; environments that support mental health; and allow individuals to maintain healthy, vibrant and productive lifestyles.

It is absolutely critical that the City continues to increase awareness about the vital role mental health plays in our overall health and well-being, and to provide resources and information to further support City employees. Mental health can affect a person's thinking, feeling or mood, and may affect someone's ability to relate to others and function each day. These reactions can reveal themselves in many ways, including, but not limited to stress, anxiety, depression and even suicidal thoughts or actions.

From the outset, as new employees begin with the City's onboarding process, the City should actively participate in fostering public education regarding mental health, eradicating its negative stigma, extending support and prioritizing the well-being of all City employees. Furthermore, all services offered by the City should be immediately and readily accessible and available to all employees as a resource, which is particularly important to those in crisis.

Additionally, there are employees in the City that have experienced a traumatic event, which increases the risk of developing Post-Traumatic Stress Disorder ("PTSD"). PTSD can impact anyone, but it is notably prevalent among military personnel who have been in combat and can manifest in various ways, and its symptoms can vary widely among individuals.

Accordingly, I would request an update from the City Administration as to the resources and services provided to our employees and how the City can do more to bring these matters to the forefront, as well as further enhance the ways in which we can create more awareness of the availability and utility of these resources.

I would then like to discuss with my colleagues any actions that should be taken by the Administration including, but not limited to, placing relevant mental health information on the City's/employee's website, more prevalent publication of available hotlines (including 988 - the Suicide and Crisis Lifeline), establishing mental health awareness workshops and presentations, creating more robust policies and training regarding mental health, performing additional outreach to share resources with City employees, in-person training exercises and departmental evaluations, and supporting City employees on their journey towards maintaining and achieving mental wellness.

**BACKGROUND/HISTORY**

## **ANALYSIS**

### **FISCAL IMPACT STATEMENT**

N/A

**Does this Ordinance require a Business Impact Estimate?**  
(FOR ORDINANCES ONLY)

If applicable, the Business Impact Estimate (BIE) was published on:  
See BIE at: <https://www.miamibeachfl.gov/city-hall/city-clerk/meeting-notices/>

### **FINANCIAL INFORMATION**

### **CONCLUSION**

#### **Applicable Area**

Citywide

**Is this a "Residents Right to Know" item,  
pursuant to City Code Section 2-17?**

No

**Is this item related to a G.O. Bond  
Project?**

No

**Was this Agenda Item initially requested by a lobbyist which, as defined in Code Sec. 2-481,  
includes a principal engaged in lobbying?** No

If so, specify the name of lobbyist(s) and principal(s):

#### **Department**

Office of Mayor Steven Meiner

#### **Sponsor(s)**

Mayor Steven Meiner

#### **Co-sponsor(s)**

Commissioner Laura Dominguez  
Commissioner Tanya K. Bhatt

#### **Condensed Title**

Discuss/Action, Promote Mental Health Awareness. (Meiner/Dominguez/Bhatt)