



LETTER TO THE COMMISSION

LTC No: 26-121

TO: Honorable Mayor and Members of the Fort Lauderdale City Commission
FROM: Rickelle Williams, City Manager *RW*
DATE: April 24, 2026
SUBJECT: 2026 Recipient - Gold Bell Seal for Workplace Mental Health and Gold Best Wellness Employer Certification

The purpose of this Letter to the Commission (LTC) is to advise the City Commission that the City of Fort Lauderdale has received the Gold Bell Seal for Workplace Mental Health for 2026 from Mental Health America (MHA) (Attachment 1). This marks the second year the City has received a Bell Seal designation, having received the Silver level in 2025. Additionally, the City earned a 2026 Best Wellness Employer Gold Certification through the Wellness Workdays (WW) certification and research program (Attachment 2). This marks the first year the City has earned this prestigious designation.

The Bell Seal for Workplace Mental Health is the nation's top recognition for U.S. employers committed to creating mentally healthy workplaces. Approximately 1,200 employers completed the application for the Bell Seal in 2025. All Bell Seal recipients must meet MHA's rigorous evaluation standards and are scored on the four (4) categories of: Workplace Culture, Benefits that Support Mental Health, Caring Beyond Compliance, and Holistic Wellness at Work. Only two (2) in five (5) employers who apply for the Bell Seal earn recognition at any level.

The Best Wellness Employer Certification was developed in collaboration with experts from Harvard Medical School and other industry leaders, to recognize organizations that demonstrate a commitment to enhancing employee well-being. The City's wellness program achieved high rankings in each of the four (4) survey categories: Assessment, Strategy, Implementation, and Evaluation.

The Gold Certification indicates the City:

- Has a strong wellness strategy and commitment to employee well-being; and
- Displays a structured plan for assessing and implementing wellness strategies.

These recognitions reflect the continued commitment to the overall wellbeing of our employees by the City Commission, City leadership, the Benefits Division of the Human

Resources Department, and staff across all departments who engage in the City's wellness program and actively foster a supportive workplace culture.

For more information on the City's wellness program or mental health resources, please contact Kristin Milligan, Deputy Human Resources Director, at kmilligan@fortlauderdale.gov or (954) 828-5735.

Attachments:

1. 2026 Gold Bell Seal
2. Gold BEW Award

c: Shari McCartney, City Attorney
David R. Soloman, City Clerk
Patrick Reilly, City Auditor
City Manager's Office
Department Directors



April 15, 2026

Adam Clawson
City of Fort Lauderdale

Dear Adam,

Congratulations!

We are pleased to formally recognize your organization as a **2026 Gold recipient of the Bell Seal for Workplace Mental Health**, the nation's leading recognition for U.S. employers committed to creating mentally healthy workplaces.

Since 2019, Mental Health America (MHA) has awarded the Bell Seal to hundreds of employers demonstrating a meaningful commitment to employee mental health and well-being, positively impacting more than **5.1 million employees nationwide**. Your organization is truly in distinguished company.

All Bell Seal recipients meet MHA's rigorous evaluation standards, and only **two in five employers** earn recognition at any level. Achieving Gold status reflects your organization's exceptional dedication to fostering a supportive workplace culture and aligning with leading industry best practices.

Your achievement also contributes to a growing movement to advance mental health at work. As a Bell Seal recipient, you join a diverse community of forward-thinking employers representing **21 industries across 40 states and the District of Columbia**.

We look forward to continuing to support your leadership and success in promoting employee well-being.

In celebration of your achievement,



A handwritten signature in black ink, appearing to read "Suzi Craig".

Suzi Craig
Vice President, Workplace Mental Health
Mental Health America

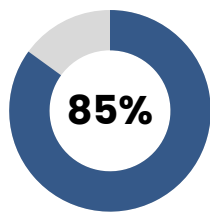
2026 APPLICATION RESULTS



Organization: City of Fort Lauderdale
Recognized on: April 15, 2026

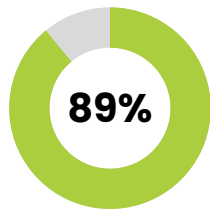
Your organization has met all the requirements for Mental Health America's 2026 Bell Seal for Workplace Mental Health at **Gold**.

HOW YOU SCORED



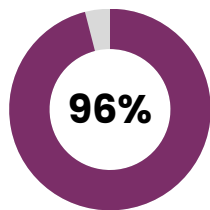
Workplace Culture

Evaluates how the applicant strategically addresses employees' well-being, fosters supportive people managers, enforces fair personnel procedures, and promotes professional development.



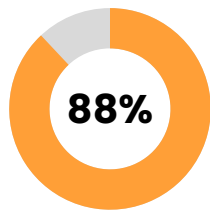
Benefits that Support Mental Health

Identifies which mental health benefits, such as health insurance, an employee assistance program (EAP), and paid leave, the applicant offers and how employees are supported in accessing them.



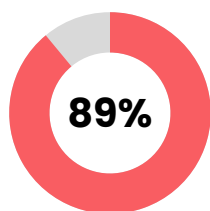
Caring Beyond Compliance

Assesses how the applicant fosters an inclusive, psychologically safe work environment that prioritizes prevention and early intervention and encourages employees to seek support when needed.



Holistic Wellness at Work

Measures how the applicant empowers its workplace mental health champions, promotes awareness, facilitates peer connection, and offers resources that support employees' whole health.



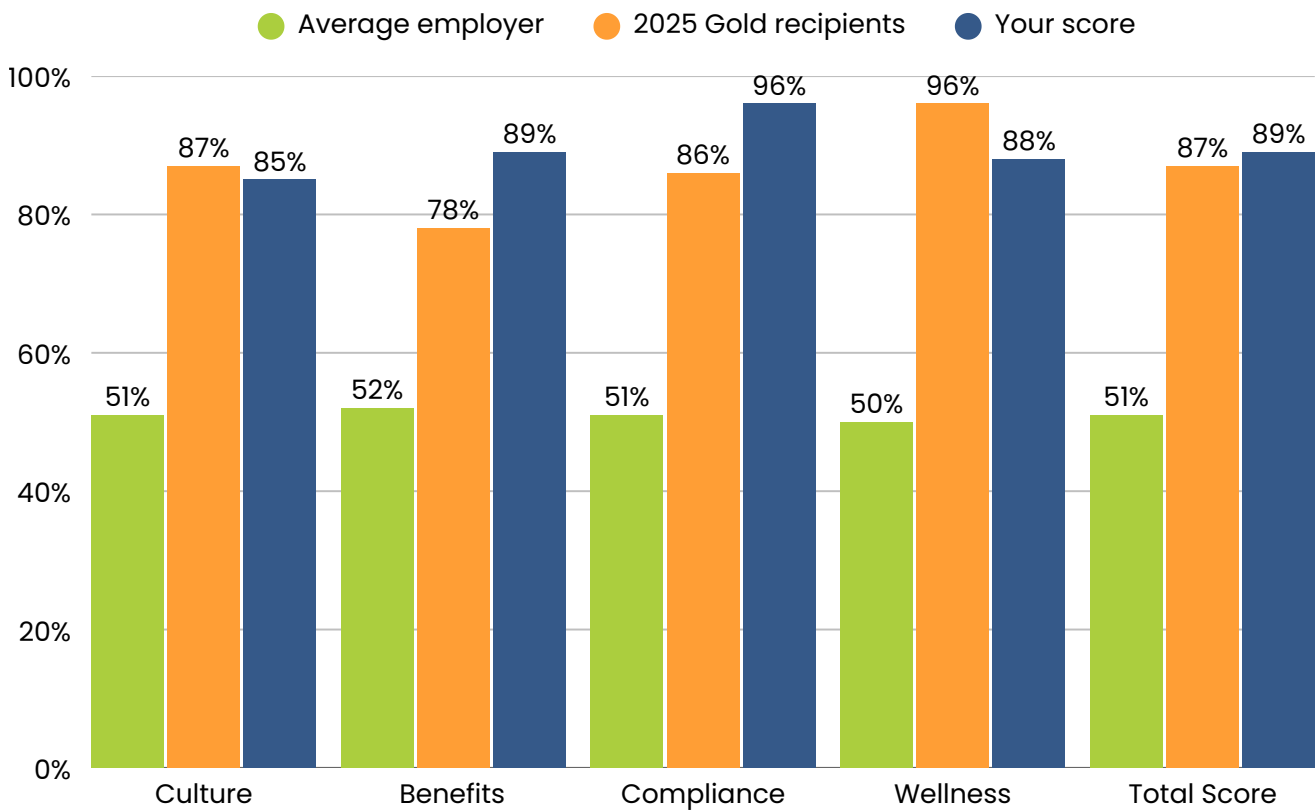
Total Score

0 to 64%	Not yet qualified
65 to 73%	Bronze
74 to 82%	Silver
83 to 91%	Gold
92 to 100%	Platinum



HOW DOES YOUR SCORE COMPARE?

See how your organization's scores compare to employers who received the 2025 Gold Bell Seal and the national employer average, based on 1,177 employers who completed a pre-survey for program eligibility.



Get additional insights and examples from past recipients by downloading MHA's [Workplace Mental Health in 2025: Trends and Best Practices of Top Employers.](#)



RECIPIENT CHECKLIST

- Complete the [post-application survey](#) by May 8, 2026.** Submit a quote on what Bell Seal recognition means to you and let us know how we can improve the program.
- Share your Bell Seal recognition.** Access the [2026 Bell Seal Recipient Toolkit](#) to receive the Bell Seal logo and materials for internal and external communications. Recipients may begin promotion immediately upon receiving their results; there is no embargo.
- View your organization on MHA's website.** MHA lists all recipients on the [Bell Seal website](#), organized alphabetically and by recognition. Opt out by completing the [post-application survey](#) by May 8, 2026.
- Receive your official certificate by mail.** New for 2026, a digital certificate is included with your results. If you would like an official certificate by mail, please complete the [post-application survey](#) by May 8, 2026. Certificates will be mailed in late May 2026.
- Stay tuned for the Workplace Mental Health in 2026 report.** Sourced from aggregate data across all 2026 applications, the report identifies emerging trends and best practices from leading Bell Seal recipients and is scheduled for release in early fall 2026.
- Start strategizing for 2027.** Stay tuned for an upcoming offering that will provide deeper insights and actionable steps for improving your Bell Seal score. Want to learn more now? Contact us at workplace@mhanational.org or [schedule a free, 30-minute call](#) with Suzi Craig, MHA's Vice President of Workplace Mental Health.
- Explore more resources.** Visit MHA's [Workplace Wellness Resource Center](#) for research, employer case studies, and free resources for employers and employees.
- Sign up for the Workplace Wellness newsletter.** Recipients' POCs are automatically enrolled to receive MHA's quarterly Workplace Wellness newsletter, which features program updates, publications, toolkits, and the latest news about workplace mental health trends.
- Join us for MHA's annual conference.** This year's [Mental Health America Conference](#) will be held virtually and in person in Washington, D.C., on October 8 and 9, 2026. Employees receive 10% off the in-person registration cost by contacting workplace@mhanational.org.
- Become a corporate partner.** Partner with MHA to support high-impact initiatives for Mental Health Month in May and beyond. [See examples here](#) and email Niya McCray-Brown at mbrown@mhanational.org to get started.



Presented to

City of Fort Lauderdale

In recognition of meeting all requirements for

THE BELL SEAL FOR
WORKPLACE MENTAL HEALTH
GOLD, 2026

Pierluigi Mancini
Interim President and CEO, MHA

Kana Enomoto
Chair, MHA Board of Directors

Best Wellness Employer 2025-2026 City of Fort Lauderdale Summary Report

Dear Adam,

Congratulations! City of Fort Lauderdale has earned a **2026 Best Wellness Employer GOLD Certification**. The Best Wellness Employer Certification and Research Program has been providing organizations opportunities to highlight their workplace wellness innovations and successes for **10 years**; we thank you for being a part of our initiative and for your commitment to employee health! The rigorous evaluation standards in the areas of Assessment, Strategy, Implementation and Evaluation lend credibility to your health and wellness initiatives and validate your investments in employee well-being. In addition, your participation helps to advance the field of workplace wellness and prevention-centered approaches to health by contributing valuable data to the ongoing study of wellness outcomes and best practices – never more important than now given the rapidly changing landscape of the workplace in recent years.

GOLD

Your program achieved **high** rankings in each of the four survey categories: Assessment, Strategy, Implementation, and Evaluation. This accomplishment indicates that your organization has a **strong** wellness strategy and commitment to employee well-being. Also, your organization displays a **structured** plan for assessing and implementing wellness strategies.



	Your Score	Maximum Score
Assessment	31	35
Strategy	34	41
Implementation	17	20
Evaluation	28	38
Total Score	110	134

Wellness Workdays' 13th annual Emerging Trends in Wellness Conference is taking place on April 16, 2026, and as a Gold recipient, we are happy to invite you as our guest. The conference brings together industry leaders sharing their vision and insight on corporate wellness, employee engagement, health promotion, entrepreneurship, and leadership. Please click [here](#) to register and be sure to use the discount code **BWEGOLD2026** to access your free registration.

Thank you for completing the Best Wellness Employer Certification and Research Program! Congratulations on your workplace wellness accomplishments and for continuing to support the health and well-being of your employees.

Sincerely,
Debra Wein, MS, RDN, LDN, CWPD
CEO & Founder, Wellness Workdays
& The Best Wellness Employer Certification Committee

