



Office of the City Manager

CONSENT CALENDAR  
April 7, 2015

To: Honorable Mayor and Members of the City Council  
From:  Christine Daniel, City Manager  
Submitted by: Gil Dong, Fire Chief  
Subject: Contract: Premier COMP Medical Group for Medical Examinations and Wellness/Fitness Services

RECOMMENDATION

Adopt a Resolution authorizing the City Manager to execute a contract and any amendments with Premier COMP Medical Group for occupational health annual and pre-employment medical examinations, as well as a wellness/fitness component for all sworn Fire Department personnel in the amount of \$90,000 per fiscal year for the period May 1, 2015 through April 30, 2017 with an option to extend for two additional two-year terms, for a total not to exceed \$540,000.

FISCAL IMPACTS OF RECOMMENDATION

The term of the contract is from May 1, 2015 to April 30, 2017 in the amount of \$90,000 per fiscal year (\$180,000 per contract term). There is an option to extend for two additional 2-year terms for a total term of six years at the same annual cost per fiscal year for total not to exceed \$540,000. Funding for pre-employment and annual physical medical examinations is budgeted annually in 010-6402-420-3037. This contract has been entered into the Contract Management System and is assigned CMS No. GQX11.

CURRENT SITUATION AND ITS EFFECTS

The City of Berkeley is currently without a contract for the provision of pre-employment and annual medical physicals for all sworn Fire Department personnel. The previous contract with Premier COMP Medical Group expired on January 31, 2015. This contract provided both pre-employment and annual physicals for sworn Fire Department personnel, who are required by state and federal regulations to have medical surveillance.

BACKGROUND

Section 39 of the MOU between the City and the Berkeley Fire Fighters Association/I.A.F.F Local 1227 requires that the Fire Department provide for annual physical examinations of sworn fire employees represented by the Association. By conducting medical examinations, the Fire Department is able to detect conditions that may preclude individuals from safely performing certain activities and duties.

The contract with Premier COMP Medical Group expired on January 31, 2015. On January 14, 2015, the City of Berkeley initiated a competitive bid process for a new contract to provide fire pre-employment and annual physical testing services. The City issued Request for Proposals (RFP) Specification No. 15-10906-C on January 14, 2015, and closed the RFP on February 19, 2015.

The RFP asked vendors to provide a bid for pre-employment and annual physical medical examinations, as well as fitness evaluation services. Fitness evaluation services are designed to assist firefighters in maintaining the level of fitness necessary to satisfactorily and safely carry out their assignments, while also, protecting the health and safety of their fellow employees and the public. The wellness component of the fitness evaluation will aid in early identification of any health problems unique to fire service employees.

Five vendors submitted proposals, which were reviewed by a five-member selection panel comprised of Fire Department and Department of Human Resources staff. From the five vendors who responded, Premier COMP Medical Group received the highest average score based on the selection criteria used to evaluate the proposals, which included professional references, reasonableness of the cost proposal, specialized experience with fire and emergency medical services personnel, and the company's ability to meet the City's contracting requirements.

#### ENVIRONMENTAL SUSTAINABILITY

There are no identifiable environmental effects or opportunities associated with the action requested in this report.

#### RATIONALE FOR RECOMMENDATION

The City conducted a competitive bid process and Premier COMP Medical Group successfully met the bid requirements and ranked highest among all bidders. The pricing is deemed to be fair and reasonable.

This contract with Premier COMP Medical Group will benefit the City by affording a continuity of excellent medical surveillance services to identify and/or prevent conditions that may otherwise go unidentified by vendors who have less specialized experience with fire and emergency medical services personnel. Additionally, the services will maintain an effective wellness and fitness program that encompasses injury prevention, medical, and physical and mental well-being. Premier COMP provides occupational health services to a wide variety of firefighting/emergency medical service organizations and has developed a broad database. They have used this database to construct a substantial profile unique to sworn fire personnel that will aid in determining individual fitness levels and also take into consideration the "whole person." Fire Department worker's compensation injury claims have declined by 41% since contracting with Premier COMP Medical Group in February 2010.

ALTERNATIVE ACTIONS CONSIDERED

The City contracts with Concentra for Occupational Health Services to provide medical surveillance to all affected departments except the Fire Department. If this agreement is not approved, the Fire Department would have to utilize Concentra's services, who lacks Premier COMP Medical Group's specialized expertise in identifying occupational health problems for firefighters. .

CONTACT PERSON

Abe Roman, Assistant Chief, 981-5590

Melanie Jones, Administrative & Fiscal Services Manager, 981-5507

Attachments:

1: Resolution

RESOLUTION NO. ##,###-N.S.

CONTRACT: PREMIER COMP MEDICAL GROUP FOR MEDICAL EXAMINATIONS  
AND WELLNESS/FITNESS SERVICES

WHEREAS, the City has found that sworn Fire employees would benefit from specialized health evaluations, including a fitness/wellness component, to help employees maintain the necessary level of fitness for this specialized occupation to satisfactorily and safely carry out his or her assignment of protecting the health and safety of fellow employees and the public; and

WHEREAS, the wellness/fitness component of the evaluation will aid in early detection of any health problems unique to these classifications; and

WHEREAS, the City issued a Request for Proposals (Specification No. 15-10906-C) on January 14, 2015 for specialized occupational health services for sworn fire personnel; and

WHEREAS, Premier COMP ranked the highest among all bidders and has proven to be an invaluable partner in medical surveillance; and

WHEREAS, alternate providers lack Premier COMP Medical Group's specialized expertise in identifying occupational health problems for firefighters.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that the City Manager is authorized to execute a contract and any amendments with Premier COMP Medical Group as the provider of occupational health and wellness/fitness services from May 1, 2015 through April 30, 2017 (CMS No. GQX11) in the amount of \$90,000 per fiscal year with an option to extend for two additional 2-year terms for a total of six years at the same annual cost per fiscal year (Budget Code 010-6402-420-3037) for a total not to exceed \$540,000.