



AGENDA REPORT

TO: Sabrina B. Landreth
City Administrator

FROM: Darin White
Fire Chief

SUBJECT: Annual Physical Examination for
Oakland Firefighters

DATE: March 2, 2020

City Administrator Approval

Date: 3-12-2020

RECOMMENDATION

Staff Recommends That The City Council Adopt A Resolution Authorizing The City Administrator Or Her Designee To Enter Into An Agreement With Emeryville Occupational Medical Center To Provide Annual Physical Examinations Of Sworn Oakland Fire Department Employees For The Period Of March 1, 2020 Through February 28, 2022, In An Amount Not To Exceed Seven Hundred And Fifty Thousand Dollars (\$750,000.00), With An Optional Two-Year Extension At A Cost Up To Seven Hundred And Fifty Thousand Dollars (\$750,000.00), For A Total Amount Not To Exceed One Million Five Hundred Thousand Dollars (\$1,500,000).

EXECUTIVE SUMMARY

Adoption of the proposed resolution will result in compliance with Article 5 of the current Memorandum of Understanding (MOU) between the City of Oakland and Local 55, the labor union which represents the sworn members of the Oakland Fire Department. The MOU states that all bargaining unit members are required to take an annual physical examination paid for by the City of Oakland.

BACKGROUND / LEGISLATIVE HISTORY

In October 2018, the City Council authorized the City Administrator to negotiate and execute an agreement with Concentra to provide necessary Occupational Medical Services for City employees and employment candidates. Staff completed a Request for Proposal (RFP) process soliciting qualified vendors for the provision of Occupational Medical Services. Concentra was the only respondent to this RFP and Concentra demonstrated its ability to provide qualified occupational medical services as specified by the City. Based on the RFP results, staff recommended that the City Council authorize the City Administrator to negotiate and execute an agreement with Concentra for the provision of Occupational Medical Services, for the remainder of the 2018-2019 fiscal year.

In 2019, Fire Administration learned through discussions with Local 55 that OFD members were unsatisfied with the existing processes, facilities and staffing provided by Concentra. As a result, it was decided by OFD Administration to initiate a competitive bid process. This time, EOMC

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and Concentra submitted proposals and it was deemed that EOMC offered a more favorable proposal and was therefore selected.

ANALYSIS/POLICY ALTERNATIVES

It is essential to the Oakland community that emergency response employees are physically healthy. Annual health screenings provide a vehicle for early detection of health related problems that could negatively impact an employee's ability to perform his/her firefighting duties.

Firefighter annual health screenings include blood pressure, weight, heart rate monitoring, pulmonary function test, in addition to a CAL/OSHA required tuberculosis testing. The mandated tuberculosis testing ensures that the department is compliant with CAL/OSHA standards, avoiding costly penalties. A pulmonary function test is required in relation to firefighter personnel's ability to wear the firefighter Self Contained Breathing Apparatus (SCBA). Firefighter health screenings are administered in accordance with Article 5 – Health and Fitness for Duty of the current Memorandum of Understanding (MOU) between the City of Oakland and Local 55. Under the existing scheduling plan, up to sixteen (16) sworn employees are examined each week. This ensures that all sworn Local 55 members are examined annually.

The Oakland Fire Department worked with Contracts & Compliance and initiated a competitive bid process in July 2019 inviting proposals from interested parties to perform annual physical examinations for sworn firefighter personnel. Legal notices of the Request for Proposal (RFP) were placed in the East Bay Times / Oakland Tribune.

In accordance with Article 5 of the MOU, annual physical examinations are conducted on all Local 55 bargaining unit members in the Oakland Fire Department.

Six (6) potential vendors were identified and their contact information was sent to Contracts & Compliance. A voluntary pre-proposal meeting was held on July 16, 2019. Contracts & Compliance accepted proposals through August 2, 2019.

Two (2) vendors responded to the RFP. Both vendors were invited to participate in interviews. The interview panels consisted of representatives from the Oakland Fire Department and one (1) International Association of Firefighters, Local 55 Board Member. During their interview, the vendor made a presentation to the interview panel team and answered questions related to their specific proposal. The proposals were considered for the following:

- 1) Overall quality of the proposal;
- 2) Quality and appropriateness of proposed project team;
- 3) Appropriate (type) personnel with required licensure, experience and skills;
- 4) Prior experience in project management, scheduling, cost estimating, and budget management;
- 5) Quality and appropriateness of proposed project approach and organization;
- 6) Prior experience and ability to work with a diverse work force and to integrate City's requirements into those of the vendor's pursuant to a successful project.

Emeryville Occupational Medical Center was selected by each panelist.

Following the completion of the RFP process, it was brought to attention of Fire Chief Darin White that several otherwise qualified applicants were unable to submit a proposal due to a stipulation in the application stating that eligible applicants must have a fixed brick and mortar physical location in which to conduct the exams. Other fire departments in California have been able to approve similar contracts with qualified vendors by agreeing on a specific location, such as a fire house or a drill tower, where a service provider can set up and conduct screenings and exams in a secure space. For this reason, and to ensure a larger pool of vendor applicants, OFD staff will continue to work with City staff to identify a long-term solution to improve this process.

FISCAL IMPACTS

The funds are available for the initial two-year agreement through February 28, 2022 in the General Fund (1010), Human Resources Organization (20811), Administration Project (1000009), Services: Miscellaneous Contract Account (54919), and Personnel Resource Management Program (PS16).

PUBLIC OUTREACH/INTEREST

No public outreach was required other than posting on the City's website.

COORDINATION

The Budget Bureau and the City Attorney's Office were consulted in preparation of this report.

SUSTAINABLE OPPORTUNITIES

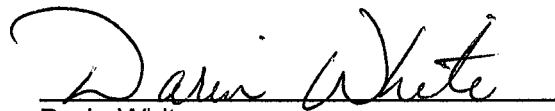
Economic: There are no economic opportunities associated with this report.

Environmental: There are no environmental opportunities associated with this report.

Race and Equity: There are no race and social equity opportunities associated with this report.

For questions regarding this report, please contact Trinette Gist Skinner, Fire Department, at (510) 238-4936.

Respectfully submitted,



Darin White
Fire Chief, Oakland Fire Department

Prepared by:
Michael Hunt, Chief of Staff
Oakland Fire Department