



COUNTY OF SAN MATEO
Inter-Departmental Correspondence
Human Resources



Date: November 1, 2015
Board Meeting Date: December 15, 2015
Special Notice / Hearing: None
Vote Required: Majority

To: Honorable Board of Supervisors

From: Donna Vaillancourt, Human Resources Director
Pamela Gibson, Human Resources Manager I

Subject: Agreement with BaySport, Inc. for Employee Wellness Screening Services

RECOMMENDATION:

Adopt a resolution authorizing an agreement with BaySport, Inc. to provide wellness clinic screening services to County and Court employees for the term of January 1, 2016 through December 31, 2017 in an amount not to exceed \$400,000.

BACKGROUND:

The County has sponsored onsite wellness screening services since 1984. In 2011, the County formed a strategic partnership with its two health insurance providers, Blue Shield of California and Kaiser Permanente, to improve employee health by providing employee incentives for participation in wellness programs. Since then, over 4,200 County and Courts employees have participated in the Wellness Screening program at least once. In 2016 and 2017, we are setting an ambitious goal of 75% participation rate.

DISCUSSION:

In August 2012, a Request for Proposals (RFP) was issued. Seven proposals were received and evaluated by our medical broker, Alliant Insurance Services. A committee composed of HR representatives and Wellness committee members interviewed three RFP finalists. The committee recommended that the County select BaySport, Inc. as the exclusive Wellness Screening vendor.

During 2015, the vendor conducted 39 Wellness Screening clinics, serving 2,437 employees. The vendor has agreed to the same contract terms and conditions in 2015, including fee schedule. In addition, the vendor agrees to collect health information from employees who see their personal doctor for a Wellness Screening instead of attending

an onsite Wellness Screening clinic, and we will be actively promoting this new, less costly option.

BaySport, Inc. is a locally-owned business with offices in Redwood Shores. Founded in 1984, BaySport, Inc. is a leading provider of preventive medicine, physical therapy, and corporate fitness services with over 100 corporate clients. The County has had a contractual relationship with BaySport, Inc. for eight years.

Therefore, the County believes that it is in the best interest to continue contracting with BaySport, Inc. and recommends a waiver of the RFP process for providing wellness clinic screening services. We will conduct an RFP process in 2017 for services to be offered in 2018.

The resolution contains the County's standard provisions allowing amendments of the County's fiscal obligations by a maximum of \$25,000 (in aggregate).

The resolution and agreement have been reviewed and approved by County Counsel as to form.

Approval for this agreement contributes to Shared Vision 2025 outcome of Collaborative Community by developing and fostering partnerships that promote regional solutions to enhance organizational efficiencies and effectiveness.

PERFORMANCE MEASURE(S):

Measure	FY 2014-15 Actual	FY 2015-16 Projected	FY 2016-17 Projected
Number of Participants	2,437	4,000	4,000
Participant Satisfaction with Services	NA	85%	85%

FISCAL IMPACT:

There is no impact to net county cost. All costs associated with this contract are fully covered by the Employee Wellness Program and the Benefits Trust Fund.