



County of San Mateo

Inter-Departmental Correspondence

Department: HUMAN RESOURCES

File #: 18-105

Board Meeting Date: 2/13/2018

Special Notice / Hearing: None
Vote Required: Majority

To: Honorable Board of Supervisors
From: Donna Vaillancourt, Human Resources Director
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 and exercise services to County and Court employees for the term of February 13, 2018 through December 31, 2018 in an amount not to exceed \$300,000.

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. In the last three years we have seen a dramatic increase in screenings, performed by BaySport, Inc.: 2,437 in 2015, 3,089 in 2016, and 3,757 in 2017 for a 67 percent participation rate among our population. In 2018, we are setting an ambitious goal of 75 percent participation rate in the wellness screenings.

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.

The vendor has agreed to the same contract terms and conditions, including the fee schedule for this new contract. 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.

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 and exercise services. The RFP process has begun in 2018 for services to be offered in 2019.

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:

Measure	FY 2015-16 Actual	FY 2016-17 Actual	FY 2017-18 Projected
Number of Participants in Employee Wellness Program	5,048	4,911	5,000
Participant Satisfaction with Employee Wellness Program Services	92%	97%	90%

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.