



County of San Mateo

Inter-Departmental Correspondence

Department: HUMAN RESOURCES

File #: 19-1310

Board Meeting Date: 1/28/2020

Special Notice / Hearing: None
Vote Required: Majority

To: Honorable Board of Supervisors

From: Rocio Kiryczun, Human Resources Director
Scott Johnson, Deputy Director, Human Resources

Subject: Agreement with Kaiser On-the-Job

RECOMMENDATION:

Adopt a resolution authorizing an agreement with Kaiser On-the-Job (KOJ) to conduct pre-placement and Occupational Safety and Health Administration (OSHA) mandated physical examinations for an additional term to a new three-year term of June 1, 2019 through May 31, 2022 in an amount not to exceed \$2,200,000 with individual one-year options to extend in an amount not to exceed \$740,000 per option.

BACKGROUND:

The County has collaborated with Kaiser On-the-Job to establish an Occupational Health Service program. KOJ provides Occupational Health Services to County employees and they have effectively administered this program by working closely with County employees and the County's Occupational Health Nurse.

KOJ provides examinations to determine a job applicant's current limitations in relation to the essential job tasks identified by the employer, annual health surveillance examinations and vision testing and hearing screening. KOJ also provides fitness for duty and return to work examinations upon request.

KOJ is staffed with skilled health professionals who respond quickly and efficiently to the needs that arise from work related injuries and are committed to providing attention to prevention and wellness.

DISCUSSION:

Since becoming the County's provider for pre-placement and OSHA mandated physical examinations in June of 2014, KOJ has provided excellent service at a reasonable cost. In addition, KOJ's size and multiple Bay Area locations make the examinations more convenient for County employees and applicants. Furthermore, 65% of County employees select Kaiser as their HealthCare Provider and if a chronic medical condition is discovered, the employee can more easily consult their primary care

physician. When the Risk Management division conducted an RFP for these services in 2014, other responders included a one-location clinic in Millbrae and a mobile medical bus service. For these reasons, the Human Resources Department recommends the board authorize the attached agreement with KOJ and waive the requests for proposals process.

The previous contract with KOJ expired in May of 2019 but through an administrative oversight we are bringing this contract for your approval at this time, retroactive to June 1, 2019.

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

County Counsel has reviewed and approved the resolution and agreement as to form.

PERFORMANCE MEASURE:

Measure	FY 2019-2020 Actual	FY 2020-2021 Projected
Pre-placement Physicals	1,100	1,000
Health Surveillance	3,600	3,600

FISCAL IMPACT:

Funding for the Occupational Health costs are offset by the Risk Management Workers' Compensation Trust Fund. The fee for the initial three-year term of the contract is not to exceed \$2,220,000 and \$740,000 per year for the fourth and fifth years for a new total fiscal obligation of \$3,700,000. There is no impact to net County cost associated with this amendment.