

**FIRST AMENDMENT
TO PROFESSIONAL SERVICES AGREEMENT NUMBER F002170A
WITH WORKCARE, INC.**

This First Amendment to Agreement number F002170A, dated July 8, 2020 ("Agreement") is made as of this _____, by and between the City of Santa Rosa, a municipal corporation ("City"), and WorkCare, Inc. a California Corporation ("Consultant" or "Contractor").

RECITALS

- A. City and Consultant entered into the Agreement for Consultant to provide onsite wellness services for police department personnel.
- B. City and Consultant now desire to amend the Agreement for the purpose of supplementing the Scope of Services, extending the time for performance, increasing the compensation and revising certain charge numbers referenced in the Agreement.

AMENDMENT

NOW, THEREFORE, the parties agree to amend the Agreement as follows:

1. Section 1. Scope of Services

Exhibit A to the Agreement is supplemented by Exhibit A-1 to this Amendment.

2. Section 2. Compensation

Section 2(c) is amended to read as follows:

"Notwithstanding any other provision in this Agreement to the contrary, the total maximum compensation to be paid for the satisfactory accomplishment and completion of all tasks set forth above shall in no event exceed the sum of seven hundred five thousand dollars and no cents (\$705,000.00). The City's Chief Financial Officer is authorized to pay all proper claims from various charge numbers."

3. Section 12. Time of Performance

Section 12 is amended to extend the time of performance, to read as follows:

"The services described herein shall be provided during the period, or in accordance with the schedule, set forth in Exhibit A-1. Consultant shall complete all the required services and tasks and complete and tender all deliverables to the reasonable satisfaction of City, no later than June 30, 2026.

All other terms of the Agreement shall remain in full force and effect.

Executed as of the day and year first above stated.

CONSULTANT:

CITY OF SANTA ROSA
a Municipal Corporation

Name of Firm: WorkCare, Inc.

TYPE OF BUSINESS ENTITY (*check one*):

By: _____

____ Individual/Sole Proprietor

Print Name: Maraskeshia Smith

____ Partnership

Title: City Manager

X Corporation

APPROVED AS TO FORM:

____ Limited Liability Company

____ Other (non-profit corporation)

Signatures of Authorized Persons:

Office of the City Attorney

By: _____

Print Name: Peter Greaney

Title: CMO and Founder

By: _____

Print Name: Bill Nixon

Title: President & CEO

City of Santa Rosa Business Tax Cert. No.

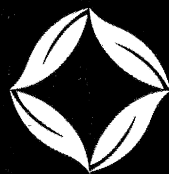
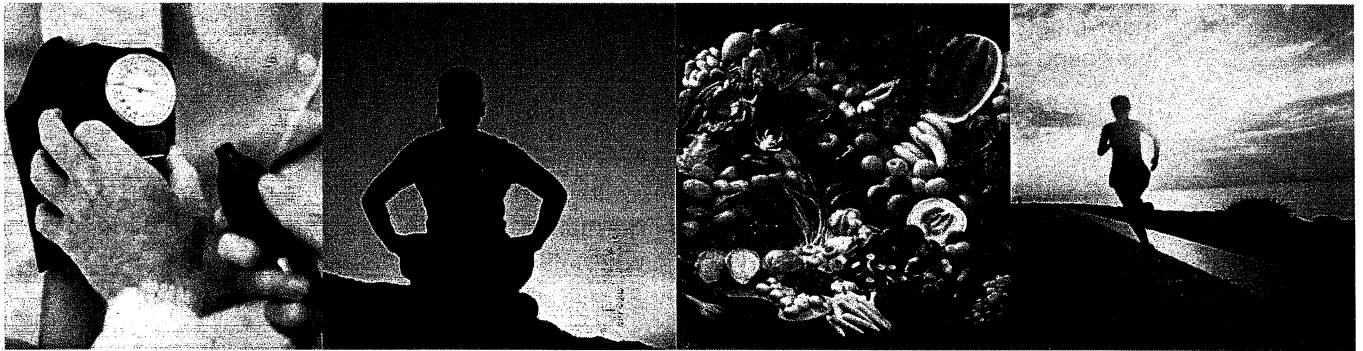
Attachment: Exhibit A-1 – Scope of Work

Exhibit A-1

Santa Rosa Police Department

Amendment to RFP R154140

Comprehensive Wellness Program



**WELLNESS
SOLUTIONS**
A WORKCARE COMPANY

EXHIBIT B – TECHNICAL PROPOSAL

DELIVERABLES AND IMPLEMENTATION PLAN

The following sections describe the various components of the Santa Rosa PD wellness program and the implementation plan.

- **Program Management**

The Wellness Solutions' onsite Wellness Director will manage and conduct all components of the wellness program including: Blood screening with consultations, fitness assessments, Functional Movement Screening (FMS), exercise prescription and behavioral coaching. In addition, the Wellness Director will coordinate health promotion programs including nutrition, body fat loss challenges and exercise clinics. Health seminars will be offered on a variety of topics such as mindfulness, weight- management, sleep cycles and work/life balance.

The Wellness Director will be onsite 40 hours a week for Santa Rosa PD personnel. Onsite hours will typically be Monday-Friday from 7 a.m. – 4 p.m. Our staff understand the varied schedules of police officers and will adjust hours to accommodate presenting at briefings and/or meetings with participants onsite before 7:00 a.m. or after 4:00 p.m. In addition, the Wellness Director can video conference with participants through our HIPAA (Health Insurance Portability and Accountability) compliant wellness platform / app creating increased access for SRPD employees to have guided behavioral change assistance.

The onsite Wellness Director's responsibilities will include:

- Conducting one-on-one consultations with each officer to review results from fitness/wellness check. Develop a performance plan with each member to include nutrition, physical activity suggestions and other pertinent health information.
- Teach nutrition, weight management, stress management/mindfulness, and injury prevention programs
- Develop and teach exercise classes and clinics
- Administer fitness testing including ECG heart testing, following ACSM (American College of Sports Medicine) guidelines
- Collect biometric data for all staff involved in physical training following HIPAA guidelines.
- Coordinate wellness committee
- Develop and promote support services for individuals who experience secondary trauma associated with opioid-related events.
- Promote and implement incentive programs
- Promote program services and activities
- Communicate with and coordinate the scheduling of external resources including utilizing City resources.
- Deliver program services and activities to ensure maximum accessibility and participation
- Instruct on the proper use of fitness equipment and offer a variety of exercise classes
- Prepare Quarterly and Annual Program Reports including biometric data analysis and present to Santa Rosa PD. Quarterly and Annual reports have been included in Exhibit D.

- **HIPAA Compliant Wellness Hub Platform / App**

Wellness Solutions has developed and implemented a customized wellness platform / app for the Santa Rosa PD www.wellsolutionshub.com/srpd. WS staff utilize the Hub to enhance the onsite services and reach a broader target audience in various ways. Our staff utilizes the Hub for marketing, scheduling, results reports and individual follow-up coaching. We have the ability to send out reminder text messages and emails regarding upcoming events. The coaching feature within our wellness hub allows our staff to setup individual appointments with participants and allows for video conferencing. Our staff have the ability to send targeted educational information to participants based on the risks identified during the health/fitness screening. One of the most valuable tools of our Wellness Hub includes the integration of ALL aspects of wellness. The wellness hub is customized to each of our clients and can include the following pages/sections:

- **Home:** Participants can view upcoming site events, their wellness goals and upcoming appointments with the Wellness Director.
- **Assessments:** Participants can view historical biometric data and fitness assessment results.
- **Schedules:** Participants schedule screenings, appointments (exercise, nutrition etc.) with the onsite Wellness Director
- **Tracking:** Wearable devices can be synchronized (Fit Bit, Google fit) to help participants track nutrition, exercise and sleep. The Wellness Director can view participant data to assist in one-on-one consultations
- **Education:** Resources on a variety of health education topics: nutrition, exercise, mental wellness, injury prehab, meditation, sleep, weight management, addiction, trauma and more.
- **Programs:** Incentive programs and challenges setup for participants to reach their individual wellness goals.
- **Support Services:** Wellness Solutions has incorporated support resources for the Santa Rosa PD. Officers have access to the peer support team, chaplain, and vetted therapists, as well as local and regional support services. In addition, mindfulness, meditation, and other brain health and peak performance strategies will be deployed. Wellness and support services will be offered to individuals who may experience secondary trauma associated with opioid-related emergency events, as well as other traumatic events.
- **Social/Community:** Local community events, buddies (selected by participants to help support them in their wellness goals).
- **Wellness Partners:** Participants have enhanced access and discounts to local health clubs, products, subject matter experts, and services. Examples of local businesses and national companies with established partnerships include, the 6 Foundation, Theragun, Ice Age Meals, Heart and Sole running store, Echelon Cycle & Multisport, 6 Pack Fitness, clinicians, and medical doctors.

***One-on-one guidance is key to successful behavior change.
The Wellness Hub is an additional tool to engage participants while
assisting our onsite Wellness Directors to track participant data.***

- **Health / Biometric Screening**

Annual biometric screenings will be conducted to evaluate weight, body fat, blood pressure, and a full blood panel. The data gathered will assist in evaluating the changes in employee health over-time. An HRA assessment (questionnaire to assess current and future health risk) will also be administered through the Wellness hub. The health screening is effective in identifying risk factors and our onsite staff will work closely with individuals to reduce their health risks.

- **Annual Blood Draw**

Over the past 20 years, we have found that many police officers do not receive an annual physical with their personal physician. We include full blood panels as part of our wellness programs to help participants learn more about their body and detect potential problems early when treatment or changes in personal health habits can be more effective. The full blood panel will be collected by an onsite LabCorp phlebotomist or participants can go to a LabCorp draw station near work or home.

Once results are received, the onsite Wellness Director will meet one-on-one with each participant to thoroughly review all labs and provide direction on health changes to reduce cardiovascular and metabolic diseases. Below is a description of the important cardiovascular blood markers our Medical Director (Dr. Mason Harrell) suggests including in the Santa Rosa PD blood panel. Lp-PLA2 and CBC are additions to the current labs offered each year at Santa Rosa PD.

- **LDL Cholesterol (LDL-C):** Individuals with high LDL levels may be at a significantly increased risk for cardiovascular events.
- **HDL Cholesterol (HDL-C):** Risk is decreased with a ratio of less than 3 LDL for every 1 HDL (3:1).
- **Triglycerides:** High triglyceride levels (>500) increase risk of heart disease.
- **Total Cholesterol:** Excess cholesterol can form plaque between layers of artery walls, which can then significantly increase risk for cardiovascular events.
- **HDL Particle Number (HDL-P):** Shown to be more strongly and independently related to atherosclerotic risk than HDL-C.
- **Small LDL-P and LDL-Size** are associated with CVD (cardiovascular disease) risk

Lp-PLA2: Enzyme used to measure inflammation of the blood vessels and acts as a aid in predicting risk of heart disease in individuals with no prior history of cardiovascular events.

C-Reactive Protein (CRP): Provides information that inflammation is present in the body. It can be a marker for risk for heart disease and stroke, and can also be used to help predict how well a person who has heart disease might recover or respond to treatment.

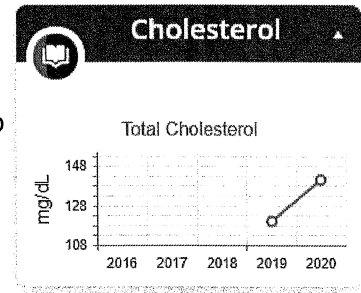
CBC (Complete Blood Count with Differential) – a screening to measure white blood cells (which help stop infection), red blood cells (which carry oxygen), platelets (which help clot the blood), hemoglobin (the protein in the red blood cells that contains oxygen) and hematocrit (the ratio of red blood cells to plasma in your blood).

The biomarkers listed above are significant risk factors if not direct causes for heart disease, stroke, diabetes, obesity, infection, and some forms of cancer. Each participant is provided a significant amount of time with the Wellness Director to review results. Participants are taught the importance of these values and therapeutic lifestyle changes that will improve their health-span while lowering their risk of chronic disease.

Participants can easily access and view their individual lab results on the wellness hub with

the ability to download a copy and submit a copy of their results to their personal physician. Participants are also able to see history graphs (example to the right) of their individual results on the platform/app. History graphs are included for all labs, as well as fitness assessment components.

In Exhibit C, we have included the proposed wellness budget to increase participation in the blood-draws. If participants miss the onsite blood draws, they can go directly to a LabCorp draw station. We believe participation rates will increase, which will increase early detection of risks. Our wellness programs have saved the lives of many first responders through the labsoffered each year.



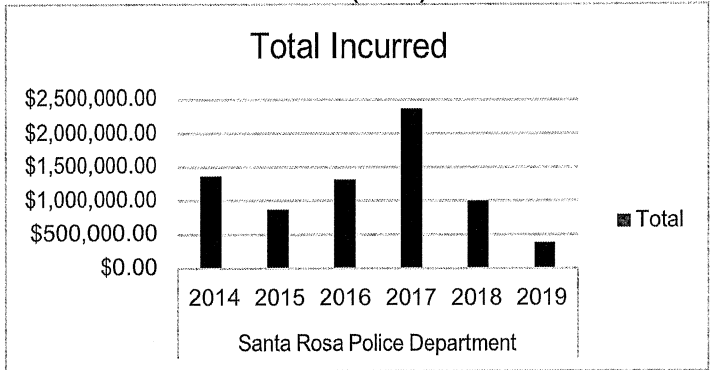
- **Fitness Testing Protocols (for first responders)**

Fitness testing is an important aspect of the WIN wellness program. According to the Cooper Institute, results of several public safety studies consistently show 20-30 strenuous and critical physical tasks that are job related. These tasks are necessary to perform essential functions of the job. There is ample data to document that physical fitness components are the underlying and predictive factors for performing tasks. Based on scientific research, Wellness Solutions will provide the following fitness tests at the Santa Rosa Police Department:

Resting Blood Pressure	Measure to help assess cardiovascular disease risk.
Cardiovascular / Aerobic Capacity Test	This sub maximal treadmill test will be administered by our onsite staff. Cardiovascular fitness is the most important aspect of health, in addition to determining the ability of an emergency responder to do their job safely and effectively. A minimum VO2 max of 42 ml/kg/min. has been recommended for first responders.
Exercise Blood Pressure	Blood pressure readings will be taken during the aerobic capacity test, to assess blood pressure response to exercise
Electrocardiogram (ECG) Monitoring	ECG monitoring will be done during the aerobic capacity test to confirm the electrical activity of the heart's response to exercise
Grip Strength	A simple measurement which has been correlated to overall strength
Push-ups (1 minute)	Indicator of upper body muscular endurance
Sit-ups / Plank Test	Assesses core muscular endurance
Vertical Jump	This test assesses vertical jump height, specifically anaerobic power
Flexibility	The sit and reach is used to determine hamstring and low back flexibility
Functional Movement Screening (FMS)	FMS is used to identify asymmetries, which result in functional movement deficiencies. By utilizing FMS results, the Wellness Director can identify potential injury areas and risk and develop individualized training programs

The Wellness Director will administer a Functional Movement Screen (FMS) to assess participants mobility, stability, and overall movement quality. The individual will be given a report and corrective exercises to address these movement concerns.

Graph 9 shows the incurred costs of the SRPD. Although the number of injuries for SRPD increased in 2019, the total incurred cost decreased. The goal of the FMS screen will be to assess movement patterns and underlying concerns to decrease the total number of injuries and continue to reduce the severity of injuries so participants can recover quickly which ultimately decreases the overall costs incurred.



- **Brain Optimization / Peak Performance**

In recent years mental health concerns including an increase in suicide rates among first responders has led to extensive research on brain health. In 2022, Wellness Solutions implemented a brain optimization / peak performance program for first responders. Under the direction of the WorkCare’s Medical Director, our services now include conducting brain EEG’s. Following the scans, participants receive a brain optimization report. The report provides insight on the brain synchronicity of the participant and the activity of delta, theta, alpha and beta brain waves. After receiving the report, the onsite WS Wellness Director meets with each participant to review the scan and discuss brain optimization strategies the individual can incorporate. In addition, WorkCare provides additional tools such as onsite brain neurofeedback. The brain neurofeedback tool will be located onsite at the Santa Rosa police department and available by appointment with the onsite WS Wellness Director. This wellness service will be offered to all Santa Rosa PD personnel with emphasis on individuals who experience secondary trauma associated with opioid-related emergency events.

- **Wellness Challenges**

Wellness Solutions will continue to provide challenges specific to the Santa Rosa PD. A variety of challenges (that can be customized for the SRPD) are available on our wellness platform/app www.wellsolutionshub.com

- **Nutrition challenges** include: Whole 28, Reboot
- **Physical Activity Challenges** include: 100 Challenge, Fall Fitness
- **Stress Management Challenges** include: Thrive
- **Weight Management Challenges** include: Body Fat Loss Challenge, Maintain, Don't Gain
- **General Wellness Challenges** targeting immunity, cancer awareness, sleep deprivation, family life etc. include: Beat the Flu, Cancer Awareness Challenge, Healthy Brain Challenge, Snooze or Lose (track health behaviors to ensure better sleep each night), The BEAT Goes On (reduce risk of cardiovascular disease), Save Up! (Learn the basics of personal finance through simple activities), Better Together (Improve overall well-being by spending time with family and friends).

- **Seminars**

Our seminars are typically 30-60 minutes and cover all topics of wellness. Seminars specific to the needs of the Santa Rosa PD will be developed and presented. Targeted health education seminars will continue to develop to proactively address common health problems facing law enforcement. Seminars will be recorded and uploaded to the wellness platform for those unable to attend the onsite seminar.

EXHIBIT C – FEE PROPOSAL AND PRICING

Program Administration Fee

The proposed fee includes: health screening and fitness testing personnel, ongoing one-on-one consultations, administrative support personnel and wellness programming throughout the year. Wellness Solutions (WS) proposes 1 full-time (40 hours a week) to administer a comprehensive wellness program. This fee includes all employee expenses including all taxes, workers compensation, professional liability Insurance, employee benefits, continued education-- as well as WS support. The program administration fee also includes participant access (260 SRPD employees) to the WS platform/app.

	Monthly Cost	Annual Cost
Wellness Program Administration <i>1 full-time (40 hours a week) wellness professional</i>	\$12,301	\$147,620

WorkCare will increase the contract 3% on an annual basis starting July 1, 2023.

Wellness Budget / Program Expenses

WorkCare will continue to bill the Santa Rosa PD for the expenses below (upon delivery). The wellness budget has been adjusted due to increased participation rates, EEG testing and implementation of mental well-being programs (i.e., the brain optimization and peak performance program). WorkCare does not upcharge for any blood- work / promotional items and will include all receipts when submitting an itemized invoice. The fees outlined below include: blood draws/labs, program expenses, promotional items (incentives), testing equipment and mental well-being program supplies.

	Annual Cost
* Blood Work for Sworn Personnel includes: CMP (comprehensive metabolic panel), CBC, CRP, Lp-PLA2, (\$98 per person)	\$12,250 <i>*Based on 125 participants</i>
* Blood Work for Civilian Personnel includes: CMP (comprehensive metabolic panel), Lipid Panel, CBC (\$25per person)	\$1,250 <i>*Based on 50 participants</i>
* Program Expenses / Incentive Budget	\$15,000
TOTAL	\$28,500

*The cost of the Wellness Solutions platform / app
www.wellsolutionshub.com/srpd is included in our
administration fee*

