



PROFESSIONAL SERVICES AGREEMENT FOR WELLNESS SERVICES WITH W. SOLUTIONS, INC.

City Council Meeting
November 5, 2019

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Risk Manager, Human Resources
Risk Management Division

CURRENT

- Approval for this item was part of the June 2017 budget hearings.
- Budgeted in the Worker's Compensation budget as this is where the savings will be realized.

CURRENT

OVERALL PARTICIPATION BY YEAR

	2014	2015	2016	2017	2018
Fire Department Sworn	86%	81%	66%	53%	77%
Fire Department Admin	90%	50%	50%	88%	100%
Police Department Sworn	60%	61%	96%	61%	68%
Police Department Civilian	70%	61%	71%	66%	73%

CURRENT

WELLNESS PROGRAM GOALS

To improve the overall health and fitness of both sworn and civilian employees of the Santa Rosa Police & Fire Departments through assessment, education, and programming.

Target #1: To reduce the risk of cardiovascular disease by striving to reduce risk factors such as blood pressure, blood cholesterol and body composition.

Target #2: To encourage improvement of physical fitness levels of sworn officers to maintain job performance and enhance overall health of all employees.

Target #3: To reduce the frequency, severity, and cost of injuries

PROPOSED

- Fourth Amendment to Agreement
- Adding Additional funds \$150,000
- Overall Agreement total to date \$750,000

BENEFIT

- Decreased severity and frequency of Workers' Compensation Injury's
- Over 1000 lbs of fat loss with over 150 inches of waistline reduced.
- Wellness program is becoming a part of the work culture.
- The biomarkers from the blood draw can show significant risk factors if not direct causes for heart disease, stroke, diabetes, obesity, and some forms of cancer. The Program spends a significant amount of time teaching participants the importance of these values and encouraging therapeutic lifestyle changes that will improve the quality of life while lowering their risk.

RECOMMENDATION

- It is recommended by the Human Resources Department, Risk Management Division, that the Council, by resolution, 1) waive the competitive selection procedures in Council Policy 600-01 in the best interests of the City; and 2) approve the Fourth Amendment to Professional Services Agreement number F000977 with W. Solutions, Inc., Encinitas, California adding an additional amount of \$150,000 for a total contract amount of \$750,000, providing for the continuation of the Wellness Program for safety employees.
- Questions?