

EWEB Board Consent Calendar Request

For Contract Awards, Renewals, and Increases

The Board is being asked to approve a new personal services contract with **Cascade Health Solutions** for **Recruitment, Hiring, Safety, Health, and Wellness Program Services**.

Board Meeting Date: October 3, 2023
Project Name/Contract #: Wellness Program Services / 23-177-PSC
Manager: Lance Hughes Ext. 7679
Executive Officer: Rod Price Ext. 7122

Contract Amount:

Original Contract Amount: \$500,000
Additional \$ Previously Approved: \$0
Spend over last approval: \$0
Amount this Request: \$500,000
% Increase over last approval: NA
Resulting Cumulative Total: **\$500,000 (Over 5-years)**

Contracting Method:

Method of Solicitation: Direct Negotiation
If applicable, basis for exemption: Sole Source
Term of Agreement: 5-Years (January 1, 2024 – December 31, 2028)
Option to Renew? No
Approval for purchases "as needed": Yes No
Proposals/Bids Received (Range): NA
Selection Basis: Sole Source

Narrative:

Operational Requirement and Alignment with Strategic Plan

In 2001, EWEB established an integrated safety, health and wellness model, a proven best-practice in the safety & compliance arena and equally effective in managing other health-related aspects of employment. Contracting with Cascade Health Solutions (CHS) aligns directly with EWEB's Strategic Plan's Core Values pertaining to workforce safety. The profile of combined services provided by CHS fully supports EWEB's integrated plan which has reliably delivered positive outcomes in safety and regulatory compliance. Further, the CHS service profile offers efficiencies which limit operational disruption and enables immediate early interventions which contribute to EWEB's ability to control costs related to employee absence and limit workers' compensation insurance premium escalation.

Contracted Goods or Service

Cascade Health Solutions (CHS) remains the only provider of integrated occupational health services in Lane County, with the closest alternative being Good Samaritan Hospital in Corvallis.

EWEB requires the following list of services which must be performed under the direction of a Medical Advisor (MA), a practicing qualified physician.

- An MA provides medical expertise and consulting for EWEB and communicates with employees' private physicians and SAIF contractors in the case management of health matters including: ADA/ OFLA/FMLA, occupational and non-occupational disability and other safety and work-related health issues. Considering the nature and variety of work performed by EWEB employees, the MA must be an Occupational Health Physician.
- A medically-qualified Medical Review Officer MRO, a requirement of the federally- mandated DOT drug testing program, to interpret and advise regarding drug testing results.
- Clinic services to include: pre-employment physical exams, DOT/CDL physical exams & qualification certifications, and return-to-work certifications
- Nursing services to include on-site bio-metric clinics, vaccinations & immunizations, and health screening
- Drug testing, collection, laboratory analysis and administration services (pre-employment, random DOT*, reasonable suspicion*, OSHA & DOT post-incident*) **denotes time-sensitive collection*
- An Occupational Physical Therapist to perform job-specific physical function analysis and testing, work-site ergonomics analysis, and ergonomics evaluation for symptomatic employees
- Medical personnel equipped and certified to perform on-site injury evaluation, administer first aid, and patient transport for minor injuries
- Preventative training and educational programming services

Purchasing Process

Direct Negotiation

EWEB surveyed all local public agencies and several other notable local employers known to utilize occupational health care services to determine if there were other qualified and recommended providers in the area. That inquiry confirmed Cascade Health Solutions (CHS) as a sole source. CHS's current client list includes but is not limited to: all area public employers, both hospitals, numerous large private employers, and neighboring utilities.

Competitive Fair Price (If less than 3 responses received)

EWEB Workforce Services and Safety staff partnered with Purchasing staff to explore unbundling some services as a means to identify additional local provider options. We discovered that other providers are available for nursing, DOT/CDL physical exams, drug testing and some limited physical function analysis.

As established above, Cascade Health Services (CHS) is the only local provider capable of delivering a suite of services sufficient to support EWEB's integrated programming. Though some savings in uncoupling select health services from the integrated model would be realized, these savings would be incidental. Awarding separate contracts to each new service provider would force an additional burden on the various internal departments responsible for contract administration, record keeping, account reconciliation, and invoice processing, all of which ultimately increases indirect costs. Additionally, working with or traveling to a non-local provider would require employees to miss additional work which could cause operational disruption.

Partnering with CHS mitigates these issues with access to MedExpress, an on-call mobile service equipped to respond on-site (including "upriver" facilities) and capable of performing a number of vital services such as injury triage, first-aid, transport to emergency and urgent care centers, physical evaluations, and chain-of-evidence collection for random, federally mandated drug tests. Numerous additional services are provided by CHS. CHS is an all-in-one solution that EWEB can rely upon to provide quality healthcare services for its employees while mitigating unnecessary administrative inefficiencies.

Prior Contract Activities

EWEB Contract	Project Name (Description)	Board Approved	Project Duration (Start to Close)	Original Amount	Approved/Amended Amount to Date (Total)	Reason Code
22-035-PSC	Employee Assistance Program	NA	04/01/2022 – 03/31/2027	\$100,000	\$100,000	NA
18-2715	Recruitment, Hiring, Safety, Health, and Wellness Program Services	12/04/2018	12/07/2018 – 12/31/2023	\$400,000	\$400,000	NA

Reason Code: AM = Additional Materials, AW = Additional Work, EW= Emergency Work, SD = Staff Directed, UC = Unforeseen Conditions, Other

ACTION REQUESTED:

Management requests the Board approve a personal services contract with Cascade Health Solutions for Recruitment, Hiring, Safety, Health, and Wellness Program Services. Approximately \$125,000 was planned for these services in the 2024 Enterprise Safety/Business Continuity budget of \$258,239. Variances will be managed within the budget process and Board policy.