

RESOLUTION NUMBER R- 315021DATE OF FINAL PASSAGE JUL 03 2023

A RESOLUTION OF THE COUNCIL OF THE CITY OF  
SAN DIEGO AUTHORIZING AN AGREEMENT WITH  
CONCENTRA TO PROVIDE EMPLOYMENT AND  
DEPARTMENT OF MOTOR VEHICLES MEDICAL  
EXAMINATIONS, DRUG AND ALCOHOL TESTING, AND  
RELATED MEDICAL SERVICES.

WHEREAS, the Civil Service Commission of the City of San Diego (City) has adopted a comprehensive medical examination program for the City to protect the safety of the City's employees and the public; and

WHEREAS, the City has medical examination and drug and alcohol testing programs intended to help limit the number and cost of injuries and the City's liability, yet still permit consideration and employment of all applicants and employees who can safely perform the duties of the jobs for which they are being considered or employed; and

WHEREAS, the City's Memoranda of Understanding with the San Diego Police Officers Association; San Diego City Firefighters, I.A.F.F. Local 145; and California Teamsters Local 911 provide for random drug and alcohol testing for personnel covered by these bargaining units; and

WHEREAS, the California Department of Motor Vehicles (DMV) requires medical examinations for personnel who operate certain vehicles or equipment; and

WHEREAS, the City does not have the appropriate facilities or qualified staff to perform the necessary medical examinations or drug and alcohol testing; and

WHEREAS, on December 1, 2022, the City advertised its intent to award a contract for employment and DMV medical examinations, drug and alcohol testing, and related medical services and issued a Request for Proposals (10089912-23-D) for the provision of these services; and

WHEREAS, an evaluation committee, comprised of members from the City's Personnel Department, Police Department, and Fire-Rescue Department, all experienced with the City's employment and DMV medical examination and drug and alcohol testing programs, reviewed and evaluated the written proposal from Occupational Health Centers of California, a Medical Corporation doing business as Concentra (Concentra), and deemed its proposal responsive to the core requirements and deliverables as stated in the City's Request for Proposals; and

WHEREAS, City staff conducted an onsite visit of Concentra's facility and conducted detailed interviews of key personnel from Concentra; and

WHEREAS, City staff has selected and recommends Concentra for the contract, having found Concentra to have a thorough understanding of industrial and occupational medicine, state and federal Equal Employment Opportunity regulations, extensive experience in the pertinent areas of medicine, and several conveniently located facilities with extended operating hours to accommodate the City's safety personnel's random drug and alcohol screening programs; and

WHEREAS, under the contract, Concentra will provide employment and DMV medical examinations, drug and alcohol testing, and related medical services for the City during fiscal years 2024 through 2028. Specific services to be performed will include, but are not limited to the following:

1. Drug and alcohol testing for designated employees under the City's random drug and alcohol testing program;
2. Pre-employment medical examinations and drug and alcohol tests to prospective City employees on an as-needed basis;
3. Special medical examinations to current City employees to comply with the California DMV driver licensing requirements;

4. Technical consultation services to the Personnel Department in establishing appropriate medical guidelines for various City positions and in placing qualified individuals with a disability who request a reasonable accommodation;

5. Technical information to the Civil Service Commission, and state and federal Equal Employment Opportunity compliance agencies, as needed, concerning applicants' medical limitations and restrictions related to the job, and recommended accommodations, if applicable, in those cases where applicants appeal their disqualifications from employment due to medical reasons; and

6. Special medical examinations and evaluations, such as Asbestos Surveillance Examinations, Respirator Medical Qualification Examinations, and Fitness for Duty Examinations; and

WHEREAS, the medical services will be provided by Concentra on an as-needed basis and expenditures under the contract are not to exceed \$4,667,470 for a five-year contract term; and

WHEREAS, the Office of the City Attorney has drafted this resolution based on the information provided by City staff, including information provided by affected third parties and verified by City staff, with the understanding that this information is complete, true, and accurate; NOW, THEREFORE,

BE IT RESOLVED, by the City Council of the City of San Diego, that the Mayor, or his designee, is authorized to execute, for and on behalf of the City, the Agreement with Concentra, to provide employment and DMV medical examinations, drug and alcohol testing, and related medical services for the City in an amount not to exceed \$4,667,470, which is on file in the Office of the City Clerk as Document No. RR- 315021, and contingent upon the

adoption of the annual Appropriation Ordinance for the applicable fiscal years and upon the Chief Financial Officer first furnishing one or more certificates stating that funds necessary for the authorized expenditures are, or will be, on deposit with the City Treasurer.

BE IT FURTHER RESOLVED, that the City Council authorizes the Chief Financial Officer to expend an amount not to exceed \$3,917,781.93 from 100000, General Fund, 1212, Personnel Department; \$203,711.73 from 700048, Recycling Fund, 2115, Environmental Services Department; \$39,031.13 from 700036, Planning & Development Enterprise Fund, 1611, Development Services Department; \$404,844.14 from Muni Sewer Revenue Fund, 2000, Public Utilities Department; and \$100,101 from 720000, Fleet Operations Operating Fund, 1317, Fleet Services Department.

APPROVED: MARA W. ELLIOTT, City Attorney

By



\_\_\_\_\_  
Miguel Merrell  
Deputy City Attorney

MM:jvg  
May 8, 2023  
Or.Dept: Personnel Department  
CC No. N/A  
Doc. No. 3297360

I certify that the foregoing Resolution was passed by the Council of the City of San Diego, at this meeting of JUN 27 2023

DIANA J.S. FUENTES  
City Clerk

By *Cornie Patterson*  
Deputy City Clerk

Approved: 6/30/23  
(date)

*Todd Gloria*  
TODD GLORIA, Mayor

Vetoed: \_\_\_\_\_  
(date)

\_\_\_\_\_  
TODD GLORIA, Mayor

Passed by the Council of The City of San Diego on JUN 27 2023, by the following vote:

Councilmembers	Yeas	Nays	Not Present	Recused
Joe LaCava	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jennifer Campbell	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stephen Whitburn	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Monica Montgomery Steppe	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marni von Wilpert	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kent Lee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Raul A. Campillo	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vivian Moreno	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sean Elo-Rivera	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Date of final passage JUL 03 2023

(Please note: When a resolution is approved by the Mayor, the date of final passage is the date the approved resolution was returned to the Office of the City Clerk.)

AUTHENTICATED BY:

TODD GLORIA  
Mayor of The City of San Diego, California.

(Seal)

DIANA J.S. FUENTES  
City Clerk of The City of San Diego, California.

By Connie Patterson, Deputy

Office of the City Clerk, San Diego, California  
Resolution Number R- 315021