

DATE ISSUED: December 1, 2004

REPORT NO. 04-263

ATTENTION: Honorable Mayor and City Council
Docket of December 7, 2004

SUBJECT: San Diego Fire-Rescue Department's Wellness Program

REFERENCE:

SUMMARY

Issues

1. Should the City Manager enter into an agreement in partnership with San Diego Sports Medicine (SDSM) to provide medical services for the San Diego Fire-Rescue Department (SDFD) Wellness Program for a period of two (2) years, with the option of three (3) one year extensions?
2. Should the City Manager and the City Auditor and Controller pay for the contractual services from the Federal Emergency Management Agency (FEMA) grant and City matching funds and establish a Special Revenue Account for the deposit of donations and other revenue solely for the operating costs of the Wellness Program?

Manager's Recommendation

1. Authorize the City Manager to execute an Agreement with SDSM for the delivery of health care services for the SDFD Wellness Program for a period of two (2) years, with the option of three (3) one year extensions.
2. Authorize the City Manager and the City Auditor and Controller to pay for the contractual services from the FEMA grant and City matching funds and to establish a Special Revenue Account for the deposit of donations and other

revenue solely for the operating costs of the Wellness Program.

Fiscal Impact –

Grant funds of \$750,000 have been awarded by FEMA and deposited into Fund 18839. The City's General Fund match of \$321,429 is included in the SDFD Fiscal Year 2005 budget/spending plan. The estimated program cost in Fiscal Year 2005 is \$844,754. The remaining grant funds will be applied to Fiscal Year 2006 operating cost and continuation of the program is contingent upon future funding.

BACKGROUND

On April 7, 2003, the City Council adopted Resolution R-297840 (copy attached), which authorized the City Manager to apply for a \$1,071,429 FEMA grant. This grant was awarded in order to initiate a Wellness Program in compliance with the International Association of Fire Fighters (IAFF) and Fire Chiefs (IAFC) Health and Wellness Initiative guidelines. The Federal share of this grant, \$750,000, was funded on February 14, 2004. The City's budget match requirement was 30% of the total operating costs, which was \$321,429. Under the terms of the FEMA grant, the City must expend the grant money by August, 2005.

The primary goal of the program is to improve the physical fitness and decrease work-related injuries and illness of firefighters. The services to be offered through the program consist of a comprehensive medical evaluation, strength and fitness exams, injury rehabilitation, and data collection. Through the promotion of health and wellness, and the early identification of health related issues, it is anticipated that this program will realize a significant savings for the City in future years.

The Wellness Program has had success in other cities across the nation. The City of Phoenix Fire Department initiated a Wellness Program as a model for the International Association Fire Fighters (IAFF) in 1987. The results of their program had a significant impact on the firefighters as well as the department. Injuries have been reduced by 26%, injury severity is down 42%, and reoccurrence of injury is down 75%. The Los Angeles County Fire Department has detected 40+ cases of prostate cancer in the early stages, which have resulted in full recoveries. Other cities that already have Wellness Programs instituted include Los Angeles County Fire Department, New York City Fire Department, Seattle Fire Department, Calgary Fire Department, Indianapolis Fire Department, Miami Dade Fire Department.

A Request for Proposal (RFP) was issued in August 2004 in conjunction with the City's Corporate Partnership Program to secure a health provider agency for the Wellness Program. Six (6) respondents submitted proposals, of which five (5) were deemed responsive to the RFP. The top two (2) candidates were interviewed, and after final negotiations, the top candidate, SDSM, was selected. Attached is a copy of the proposed contract between SDFD and SDSM.

It is the intent of the FEMA grant that the City use the initial funding to establish a self-sustaining Wellness Program. SDFD has identified budgeted funds for annual health screenings

and vaccinations to ensure partial ongoing funding for the Wellness Program.

SDSM has agreed to partner with the City to jointly seek funds for the Wellness Program through additional grants, program expansion to other fire departments in the San Diego region, and corporate sponsorships. Under the terms of the agreement, SDSM has agreed to the following to support the marketing and fund-raising for the Wellness Program:

- Produce all marketing materials.
- Fund a grant-writer and data collection analyst in years two and three of the agreement.
- Seek corporate sponsorship.
- Promote the Wellness Program and its services to other fire agencies within San Diego County.
- Through data collection and reports, identify cost savings to the City through reduction of injuries and lost work hours.

CONCLUSION

SDFD is requesting Council to authorize the City Manager to enter into an agreement with SDSM to provide medical services for the Wellness Program.

Authorize the City Manager and the City Auditor and Controller to pay for the contractual services from the FEMA grant and City matching funds. Also, establish a Special Revenue Account for the deposit of donations and other revenue solely for the operating costs of the Wellness Program.

ALTERNATIVE

Direct SDFD to re-evaluate the proposals by other providers and seek partnership opportunities with these providers to offer their services to the Wellness Program.

Respectfully submitted,

Jeff Bowman
Fire Chief

Approved: P. Lamont Ewell
City Manager

Note: Attachments are not available in electronic format. A copy for review is available in the Office of the City Clerk.

Attachments (1) Resolution R-297840
(2) Proposed contract between SDFD and SDSM
(3) Workforce Analysis for SDSM
(4) Appendix A from IAFF Health and Wellness Initiative