



City of Stockton

Legislation Text

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APPROVE MOTION AUTHORIZING THE CITY MANAGER TO AWARD A CONTRACT WITH CO OCCUPATIONAL MEDICAL PARTNERS (C.O.M.P) FOR PRE-EMPLOYMENT SCREENINGS AND OCCUPATIONAL HEALTH SERVICES

RECOMMENDATION

It is recommended that the City Council approve a motion to:

1. Approve findings pursuant to Stockton Municipal Code (SMC) section 3.68.070 in support of an exception to the competitive bidding process.
2. Authorize the City Manager, or designee, to execute a three (3) year agreement with the option to extend for two (2) additional one (1) year terms, with CO Occupational Medical Partners (C.O.M.P) (Attachment A) to provide pre-employment screenings and occupational health services in the amount of \$510,000.

It is also recommended that the City Manager be authorized to take appropriate and necessary actions to carry out the purpose and intent of this motion.

Summary

Human resources is requesting to enter into contract with Co Occupational Medical Partners (C.O.M.P) to conduct pre-employment medical screenings and occupational health services for the City of Stockton effective a. Pre-employment medical screenings range from specialized testing such as Police P.O.S.T testing, Department of Transportation (D.O.T.) exams and certification, and Firefighter examinations to more standard testing such as tuberculosis and hepatitis titers, back evaluations, and drug screening.

This agreement will be effective January 1, 2026, for a term of three (3) years with the option to extend for two (2) additional one (1) year terms, in the amount of \$510,000.

DISCUSSION

Background

A Request for Proposal (RFP) was issued on September 18, 2025, through Bid PUR #26-008. The City received three (3) proposals by the established due date:

- Agile
- Co Occupational Medical Partners (C.O.M.P.)
- Kaiser Permanente Medical Group

On November 4, 2025, the Committee reviewed the submitted proposals in depth and rated them based on the following criteria:

- Experience and Qualifications
- Method of Approach
- Past Performance
- Customer Service and Support

After evaluating the proposals, the Committee selected Co Occupational Medical Partners (C.O.M.P.) to provide pre-employment occupational health services due to their qualifications, past performance, customer service, overall specialty, and support.

Present Situation

The existing contract for pre-medical services expires on December 31, 2025. This agreement with Co-Occupational Medical Partners (C.O.M.P) will be effective January 1, 2026, with no lapse in services.

The City processes a high volume of pre-hires through the medical screening process and CO-Occupational Medical Partners (C.O.M.P) will be able to meet the City's medical requirements, handle the high customer volume, and provide the best possible patient care and customer service.

CO-Occupational Medical Partners (C.O.M.P) will provide the following:

- Pre-employment medical screening
- Police P.O.S.T testing
- Department of Transportation (D.O.T.) exams and certification
- Firefighter examinations
- Tuberculosis testing
- Hepatitis titers
- Back evaluations
- Drug screening

Findings

Pursuant to SMC section 3.68.070, Council may approve findings that support an exception to the competitive bidding process. These findings include:

1. Use of RFP is appropriate for this Standard Agreement because it relies on the evaluation of professional qualifications, technical or specialty expertise, experience, and performance as the basis of selection.
2. The RFP process allows the vendors to specify what services they can provide to the City, rather than the City bidding on specific services.
3. Selection based on cost alone does not consider specialized medical services required for pre-employment screening.

FINANCIAL SUMMARY

There is sufficient funding in the Human Resources Workers' Compensation (ISF) Fund to award a three-year contract in the amount of \$510,000, to CO Occupational Medical Partners. Any additional funding to support any mutually agreed upon options will be allocated through the Fiscal Year budgeting process from the Human Resources Workers' Compensation Fund to the Human Resources Special Services account.

Attachment A - CO Occupational Medical Partners (COMP) Services Agreement