



Office of the City Manager

CONSENT CALENDAR
September 29, 2026

To: Honorable Mayor and Members of the City Council
From: Paul Buddenhagen, City Manager
Submitted by: Janelle Rodrigues, Director of Human Resources
Subject: Contract: Agile Occupational Medicine for Occupational Health Services

RECOMMENDATION

Adopt a Resolution authorizing the City Manager to execute a contract and any amendments with Agile Occupational Medicine for Employee Occupational Health Services for the period of January 1, 2027 through June 30, 2030 for a total not to exceed amount of \$150,000.

FISCAL IMPACTS OF RECOMMENDATION

The City spends approximately \$50,000 per fiscal year for Occupational Health services. Services include pre-employment medical examinations, annual physical exams, communicable disease services, medical diagnostics, medical education and consultation. Expenditures for these services are covered by various funding sources within each Department's budgets. Departments that are the primary users of this service include: Police, Fire, Public Works, Health, Housing and Community Services and Parks, Recreation and Waterfront.

CURRENT SITUATION AND ITS EFFECTS

On December 16, 2025, the City released Request For Proposal (RFP) specification number 26-11766C. The City received six responses from prospective bidders of which only four submitted complete responses. After careful review of the submitted proposals and subsequent interviews, the City's selection committee determined that Agile Occupational Medicine was ranked the highest based on the selection criteria and has the highest probability of effectively meeting the needs of the City.

BACKGROUND

Historically, the City has successfully utilized local occupational health services to assess and improve the health status of its staff. The City's emergency services departments are expected to be the primary users of the service. The examinations are extensive, and the ability to conduct them at a single location significantly improves efficiency and continuity of care. Centralizing the exams reduces logistical challenges, minimizes scheduling delays, and ensures a more streamlined experience for City staff. Agile Occupational Medicine was recommended by the selection panel for their

experience and familiarity with health service requirements specific to cities/municipalities.

RATIONALE FOR RECOMMENDATION

Agile Occupational Medicine was selected as the City's Occupational Health Services provider based on its comprehensive capability to perform all required medical evaluations for current and prospective employees and provide high level occupational medical services. The selection was determined by the ranking of its proposal submitted in response to RFP Specification No. 26-11766C.

CONTACT PERSON

Kevin Walker Occupational Health and Safety Officer, 981-6825

RESOLUTION NO. ##,###-N.S.

CONTRACT: AGILE OCCUPATIONAL MEDICINE FOR OCCUPATIONAL HEALTH SERVICES

WHEREAS, a Request for Proposal (Specification 26-11766C) was posted on the City's website on December 16, 2025; and

WHEREAS, four complete proposals were received by the February 26th deadline; and

WHEREAS, after careful analysis by a three-member review panel; Agile Occupational Medicine was ranked the highest based on the selection criteria and has the highest probability of effectively meeting the needs of the City.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that the City Manager is authorized to execute a three-year agreement with Agile Occupational Medicine to provide occupational health services for the period of January 1, 2027 through June 30, 2030 in the amount not to exceed \$150,000 to be paid by departments utilizing the services from a variety of funding sources in budgets previously adopted by the departments of Police, Fire, Public Works, Health, Housing and Community Services, Parks, Recreation and Waterfront.

