



A Tradition of Stewardship
A Commitment to Service

Agenda Date: 6/18/2019

Agenda Placement: 6G

NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

TO: Board of Supervisors

FROM: Kim Henderson for JOHN ROBERTSON JR. - Sheriff-Coroner
Sheriff

REPORT BY: Kim Henderson, Sheriff's Administrative Manager - 259-8674

SUBJECT: Amendment No. 2 of Agreement No. 170580B with B.I.O. Biometric Innovative Options Consultants, LLC.

RECOMMENDATION

Sheriff requests the approval of and authorization for the Chair to sign Amendment No. 2 to Agreement No. 170580B with B.I.O. Biometric Innovative Options Consultants, LLC, extending the agreement term and increasing the amount of the agreement by \$38,000 for a new maximum of \$50,000 to continue to provide training and conditioning of Deputies with the Napa County Sheriff's Office.

EXECUTIVE SUMMARY

B.I.O. Biometric Innovative Options Consultants, LLC is a team of physical therapists, strength & conditioning coaches focused on combining biometric data, principles of physical therapy, and sports performance to decrease the risk of musculoskeletal injuries and improve performance and function of individuals. B.I.O. collects and analyzes data related to sleep, diet, blood pressure, heart rate, body fat, cardiovascular fitness and strength for each Sheriff's Office participant. The information collected by B.I.O. allows them to create a personalized program that addresses each participant's risk factors, allowing them to live and maintain a healthier lifestyle.

Approval of the recommended amendment will allow B.I.O. Biometric Innovative Options Consultants, LLC to continue to provide training and conditioning of Deputies with the Napa County Sheriff's Office. The amendment provides for an increase in the agreement payments by \$38,000 for a maximum \$50,000 for the term July 1, 2019 to June 30, 2020 with an automatic renewal provision for two additional years at the same maximum rate and service terms.

FISCAL IMPACT

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| Is there a Fiscal Impact? | Yes |
| Is it currently budgeted? | Yes |
| Where is it budgeted? | Sheriff |
| Is it Mandatory or Discretionary? | Discretionary |
| Discretionary Justification: | This item is discretionary in that there is no mandate for Sheriff's Office sworn personnel to participate in a health wellness program offered by B.I.O. Biometric Innovative Options Consultants, LLC. However, the intent of the B.I.O. health wellness program is to reduce injury, worker's compensation claims, and improve overall wellness of those participating in the program. Studies have shown wellness programs help to increase the overall health of law enforcement personnel and reduce on-the-job injuries, which in turn could reduce liability costs to the Sheriff's Office and the County as a whole. In addition, continuing to offer this program to Sheriff's Office personnel will increase morale and overall job satisfaction, reducing absenteeism and department turnover. |
| Is the general fund affected? | Yes |
| Future fiscal impact: | The agreement is reviewed annually for a total of three fiscal years and will be included in the Recommended Budget. |
| Consequences if not approved: | If this agreement is not amended as requested, the Sheriff's Office would not extend the term of the agreement and would no longer offer the B.I.O. health wellness program to its personnel. Sheriff's Office personnel would no longer be able to take advantage of the benefits (improved cardiovascular health, increased strength, etc.) associated with participation in the B.I.O. health wellness program. |
| Additional Information: | |

ENVIRONMENTAL IMPACT

ENVIRONMENTAL DETERMINATION: The proposed action is not a project as defined by 14 California Code of Regulations 15378 (State CEQA Guidelines) and therefore CEQA is not applicable.

BACKGROUND AND DISCUSSION

Starting October 4, 2016, a movement was started to reduce injury, workers compensation claims, and improve overall wellness of SWAT team members within the Sheriff's Office. The original premise was to run the SWAT team through a health wellness program designed by B.I.O. Biometric Innovative Options Consultants, LLC as a pilot program with the intent of introducing it to the entire office upon successful completion. County Risk Management was also involved in the decision to move forward with the program. Costs during the pilot program were split between Sheriff's Office and Risk Management. The SWAT team gained immediate results, so the Sheriff's Office was determined to continue with the program, targeting the rest of the office. On July 18, 2018, the agreement was renewed for another term, allowing more personnel to participate in the program.

Cardiovascular disease is the leading cause of death in the United States. The rates being higher for those in law enforcement. Focusing on the future health of our sworn personnel through this health wellness program will

prove beneficial to not only the Sheriff's Office, but the county as a whole. This will be accomplished by B.I.O. collecting and analyzing data related to sleep, diet, blood pressure, heart rate, body fat, cardiovascular fitness and strength for each individual participant. The information collected by B.I.O. will allow them to create a personalized program that addresses each individual participant's risk factors, allowing them to live and maintain a healthier lifestyle.

Approval and authorization of Amendment No.2 to Agreement No. 170580D will allow more Sheriff's Office personnel to participate in the standard program and allow current participants to benefit from the continuing engagement program. This will provide a long-term comprehensive solution to the negative health aspects of the law enforcement profession, reducing the Sheriff's Office and County's liability associated with job related health and injury claims. The amendment provides for an increase in the agreement payments by \$38,000 for a maximum \$50,000 for the term July 1, 2019 to June 30, 2020 with an automatic renewal provision for two additional years at the same maximum rate and service terms.

SUPPORTING DOCUMENTS

None

CEO Recommendation: Approve

Reviewed By: Susan Kuss