



City of Olathe

COUNCIL AGENDA ITEM

MEETING DATE: 1/9/2024

FOCUS AREA: Exceptional Services

STAFF CONTACT: Erin Vader/Leslie Fortney

SUBJECT: Consideration of contract with ARC Physical Therapy+ for the management of onsite services to conduct job analysis for medium to very heavy physical job demand positions.

TITLE:

Consideration of contract with ARC Physical Therapy+ for onsite services conducting job analysis for positions requiring medium to very heavy physical job demands.

SUMMARY:

In 2018, a project was initiated to identify safety risks related to medium to very heavy physical demand City jobs and implement solutions that will help reduce risks and work-related injuries. The first step in this project included identifying the specific job demands for these jobs through performing job analysis using an outside provider.

Job Analysis is the first and most critical step of a comprehensive injury management program because it supports efforts in determining the essential functions of the work and defining the physical requirements of those essential functions. The next step in the process is to develop Post Offer Employment Tests that help to support the process of ensuring workers can safely perform the essential functions. This work is then also used to develop a preventive exercise program to further reduce risk of injury.

The full process provides objective information that can be crucial in addressing any ADA, EEOC, or FMLA related concerns while also reducing risk of injury for workers.

FINANCIAL IMPACT:

A special project was established in 2019 with budget set aside from the Health and Dental Fund. This project remains underway with a current fund balance of \$152,906.23. The contract with ARC Physical Therapy+ is not to exceed \$150,000. There will be no additional financial impact predicted in 2024 because the established special project budget will cover the costs.

This project will impact every department and the safety and wellbeing of our workers. The goal is that outcomes from the project will reduce the volume of work-related injuries and potentially decrease spend in the City's self-funded Worker's Compensation Program. Further impact would be decreased time away from work from serious and preventable work injuries.

ACTION NEEDED:

Staff recommends approval of contract with ARC Physical Therapy+.

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ATTACHMENT(S):

CER

Professional Services Agreement

COI - 570102800587

COI - 570102800519