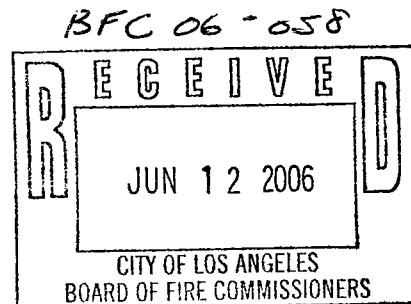


# LOS ANGELES FIRE DEPARTMENT



WILLIAM R. BAMATTRE  
FIRE CHIEF



June 8, 2006

TO: The Honorable Board of Fire Commissioners  
City of Los Angeles

FROM: William R. Bamattre, Fire Chief

SUBJECT: FIRST AMENDMENT TO CONTRACT NO. C-108766  
STEVEN F. LOY, Ph.D., TO SERVE AS WELLNESS COORDINATOR  
TO THE LOS ANGELES FIRE DEPARTMENT

## SUMMARY

In June 2005 the City of Los Angeles through the Fire Department, entered into Agreement with Steven F. Loy, Ph.D., to serve as the WELLNESS COORDINATOR for the Los Angeles Fire Department, commencing July 1, 2005 to June 30, 2006, with the option to extend the term of the contract for two (2) additional one-year periods.

The Fire Department seeks the authorization and approval of the Board of Fire Commissioners to approve the First Amendment to Contract No. C-108766, extending the contract term from July 1, 2006 through June 30, 2007.

Funding for this First Amendment is included in the FY2006-07 Budget in the amount of \$99,000, including travel expenses. The amendment has been reviewed and approved as to form by the City Attorney.

## RECOMMENDATIONS

It is respectfully recommended that, the Honorable Board of Fire Commissioners:

1. Approve the First Amendment to Agreement No. C-108766 with Steven F. Loy, Ph.D., to extend the term of the Agreement pursuant to ARTICLE II – TERM OF AGREEMENT for one (1) one-year period. This First Amendment extends the contract for one year commencing on July 1, 2006 to June 30, 2007.
2. Authorize the Fire Chief to execute the amendment, and
3. Instruct the Board Office to submit the attached First Amendment to Agreement C-108766 to the Mayor's Office for review in accordance with Executive Directive No. 3.



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## **DISCUSSION**

### History of the Wellness Program

In 1995, the Human Relations Development Committee (HRDC) developed the Human Relations Implementation Plan (August 1995) to address the issues and concerns of the City Council, Mayor, Los Angeles Fire Commission and the members of the Department. One element of the Implementation Plan was to implement a Wellness Program for all members of the Department.

The fitness of Department sworn members has long focused on the ability to perform the rigorous and strenuous duties firefighters face daily. Where the Department previously used height and weight measurements as a disciplinary tool to achieve minimum levels of fitness, the HRDC recognized the need for fresh and more humanist approach to fitness.

The HRDC in its recommendations called for the Department to develop a Wellness Program to provide information to Department members about health, fitness and nutrition.

The implementation plan identified that those members assigned to fire suppression and emergency medical services are more prone to muscle strains, back, knee and ankle injuries. The recommendation called for a Wellness Program with a fitness component that would provide members with necessary information on health, fitness and nutrition.

On March 1, 1999, the City Council with concurrence of the Mayor, approved funding for the position of WELLNESS COORDINATOR in the Los Angeles Fire Department. The Wellness Coordinator advises the Fire Chief in establishing and implementing a comprehensive Wellness Program.

The short-term goal of the Wellness Program is to provide the citizens of Los Angeles with a more fit and productive firefighter workforce. The long-term goal is cost savings to the City of Los Angeles in the form of reduced Workers' Compensation costs and reduction of sick time use.

### Current Contract

In June 2005 the City of Los Angeles Fire Department entered into Agreement with Steven F. Loy, Ph.D. to serve as the WELLNESS COORDINATOR for the Los Angeles Fire Department, commencing July 1, 2005 to June 30, 2006, with the option to extend the term of the contract for two (2) additional one-year periods.

### Significant Achievements from July 1, 2005 through June 30, 2006

The Department has maintained a contract for a Wellness Coordinator for a number of years to assist members with nutritional counseling and programs to achieve greater levels of fitness. The Department has made a number of incremental improvements to the program over the years, adding for the first time, a comprehensive medical examination component which began in November 2005, funded by an Assistance to Firefighters Grant (FIRE Act Grant) Program, and continued by the Department in FY2006-07.

The medical examination program is a new direction for the department in determining the fitness levels of its members. Collecting non-identifying statistics only, the results of the examinations are reviewed by the Wellness Coordinator and compiled into a report that is being used to illustrate the health factors that place firefighters at risk. The Department has concluded the grant funded portion of medical examinations, completing 1,971 medical exams between November 4, 2005 and May 18, 2006. Completing exams on approximately 55 percent of the workforce, Dr. Loy has made startling discoveries early on at the projected health and wellness of the Department's members, identifying a significant number of cases of overweight and obesity in firefighters. Also significant were the levels of cholesterol and triglycerides, which indicate greater than 30 percent of Department members are at two (2) to four (4) times greater risk of heart attack or stroke.

The Wellness Coordinator played a critical link in identifying the elements of the medical exams and the statistical information needed. Dr. Loy also assisted with the review and evaluation of proposals for the Department's new medical examination and evaluation contracts.

Additionally, the Wellness Coordinator is involved in the review of the Department's training program, to ensure new recruits are appropriately prepared for the training they will receive in the academy. Dr. Loy, working with the Bureau of Training and Risk Management, is currently developing a complete introductory program for LAFD applicants which is designed to be provided six (6) months prior to the start of Drill Tower classes and will allow for self-testing along the way. There will be an eventual LAFD administered test to provide an "advisory" assessment on the fitness of the applicant for Drill Tower training. In addition, there is a tandem applicant training program.

#### Scope of Work – Wellness Coordinator

In the current contract, the Wellness Coordinator is responsible for determining the current health status and exercise participation of personnel and identifying potential risk factors; initiate recommendations for developing a Physical Fitness Program, a comprehensive Return To Work Program and a structured Illness/Injury Prevention Program; provide guidance and long-term follow up to personnel undergoing rehabilitation and/or returned to work and no longer under medical care; assist in the acquisition of grant funding for future program expansion including exercise equipment for Department facilities; research and compile statistical data to demonstrate the effectiveness of the Department's Wellness Program and preparing progress reports for the Chief Engineer, the City Risk Manager, and the Personnel Department; initiate recommendations and assist the Department in establishing and implementing a comprehensive wellness program, and other similar tasks.

Dr. Loy provides the Department with an Annual Wellness Program Report at the conclusion of each fiscal year detailing the seven (7) major responsibilities of the Wellness Coordinator which are:

1. Determine the current health status and exercise participation of firefighter personnel and identify potential risk factors;
2. Initiate recommendations for the development of a Physical Fitness Program, a comprehensive Return to Work Program and a structured Illness/Injury Prevention Program;
3. Develop and disseminate motivational/educational information to encourage improved levels of fitness;

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4. Design individualized exercise/fitness programs to enhance firefighter job performance, health and wellness;
5. Provide guidance for firefighters undergoing rehabilitation;
6. Assist in the acquisition of grant funding for future program expansion including exercise equipment for department facilities; and
7. Research and compile statistical data to demonstrate the effectiveness of the department's Wellness Program and preparing progress reports for the Chief Engineer, the City Risk Manager, and the Personnel Department

#### Method of Payment

The Wellness Coordinator is required to submit invoices for services each month to the Department. Invoices to detail the services/tasks performed and include supporting documentation. Payment of invoices are based on services/tasks performed, in accordance with the Terms and Conditions of the contract, during the performance period at a fixed rate of \$70 per hour. The contract is limited to an annual amount of \$99,000, and a total amount of \$297,000 over the life of the contract.

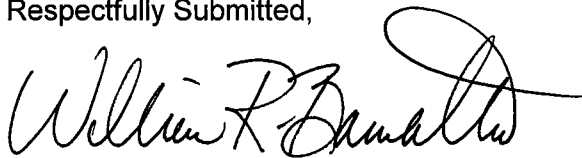
#### Fiscal Impact Statement

Funding for this First Amendment is included in the FY2006-07 Budget in the amount of \$99,000, including travel expenses. The amendment has been reviewed and approved as to form by the City Attorney.

#### **CONCLUSION**

The Fire Department's continued use of Dr. Steven F. Loy's services as WELLNESS COORDINATOR will further enhance the Fire Department's Wellness Program, as well as our effort to control and/or lower Workers' Compensation and other related costs to the City.

Respectfully Submitted,



WILLIAM R. BAMATTRE  
Fire Chief

WRB:WRJ:gj

First Amendment  
To Agreement Number C-108766  
Between  
The City of Los Angeles  
And  
Steven F. Loy, Ph.D.

**THIS FIRST AMENDMENT** to Agreement Number C-108766 of City Contracts is made and entered into by and between the City of Los Angeles, a municipal corporation, (hereinafter referred to as the "CITY"), acting by and through the Los Angeles Fire Department (hereinafter referred to as the "FIRE DEPARTMENT"), and Steven F. Loy, Ph.D., an individual, (hereinafter referred to as the "WELLNESS COORDINATOR") is entered into with reference to the following:

**WHEREAS**, effective August 25, 2005, the CITY and the WELLNESS COORDINATOR entered into Contract No. 108766, an Agreement to provide services as the FIRE DEPARTMENT'S WELLNESS COORDINATOR; pursuant to the FIRE DEPARTMENT'S Wellness Program to develop and implement a comprehensive Wellness Program for the benefit of the FIRE DEPARTMENT'S uniformed members; and

**WHEREAS**, Article II – Term of Agreement provides for an initial one-year contract and with the concurrence of the Board of Fire Commissioners, extend the term of the agreement for two (2) additional one-year periods; and

**WHEREAS**, the FIRE DEPARTMENT requires the continued services of the WELLNESS COORDINATOR to provide services as the FIRE DEPARTMENT'S WELLNESS COORDINATOR; and

**WHEREAS**, the parties wish to extend the term of the Agreement to June 30, 2007; and

**NOW THEREFORE**, the parties agree to amend the Agreement No. 108766 as follows:

1. Amend Article II – Term of Agreement, is hereby amended in part to extend the term of the Agreement to June 30, 2007, unless terminated earlier as provided herein.
2. Except as herein amended, all other terms and conditions of the agreement shall remain in full force and effect.
3. This amendment is executed in four duplicate originals, each of which is deemed to be an original. This amendment includes two (2) pages.

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[Signature page follows]

**IN WITNESS THEREOF**, the parties hereto have executed this Agreement on the date indicated.

DATE \_\_\_\_\_

**For: THE CITY OF LOS ANGELES**

By: \_\_\_\_\_  
WILLIAM R. BAMATTRE  
FIRE CHIEF

DATE \_\_\_\_\_

**For: STEVEN F. LOY, Ph.D.**

By: \_\_\_\_\_  
Name: \_\_\_\_\_  
Title: \_\_\_\_\_

**APPROVED AS TO FORM AND LEGALITY:**

ROCKARD J. DELGADILLO  
City Attorney

**ATTEST:**

FRANK T. MARTINEZ  
City Clerk

By: \_\_\_\_\_  
Laurel Lightner  
Deputy City Attorney

By: \_\_\_\_\_  
Deputy City Clerk

Date: \_\_\_\_\_

Date: \_\_\_\_\_

**CONTRACT NO. 108766-1**