



Agenda Report

Fullerton City Council

MEETING DATE: JUNE 16, 2026

TO: CITY COUNCIL / SUCCESSOR AGENCY

SUBMITTED BY: ADAM LOESER, FIRE CHIEF

PREPARED BY: ANDREW YANG, ADMINISTRATIVE ANALYST II

SUBJECT: \$335,750 PROFESSIONAL SERVICES AGREEMENTS WITH BIO-CARE, INC. AND HOAG CLINIC FOR FIREFIGHTER WELLNESS PROGRAM: NATIONAL FIRE PROTECTION ASSOCIATION OCCUPATIONAL ASSESSMENTS AND ADVANCED CANCER DETECTION

SUMMARY

Staff requests City Council approve Professional Services Agreements to implement a three-cycle Firefighter Wellness Program funded by the Fiscal Year (FY) 2024 Assistance to Firefighters Grant (AFG).

PROPOSED MOTION

1. Authorize City Manager, or designee, to execute and administer a Professional Services Agreement with Bio-Care, Inc., not to exceed \$252,000 for NFPA 1582-compliant occupational medical evaluations, in a form approved by the City Attorney.
2. Authorize City Manager, or designee, to execute and administer a Professional Services Agreement with Hoag Clinic dba Hoag Executive Health, not to exceed \$83,750 for Galleri Multi-Cancer Early Detection blood testing, in a form approved by the City Attorney.
3. Authorize City Manager, or designee, to approve amendments to the Professional Services Agreements and related project expenditures up to the total approved \$335,750 AFG program budget.

ALTERNATIVE OPTIONS

- Approve the Proposed Motion
- Do not approve the Proposed Motion
- Other options brought by City Council.

STAFF RECOMMENDATION

Staff recommends the Proposed Motion.

CITY MANAGER REMARKS

None.

PRIORITY POLICY STATEMENT

This item matches the following Priority Policy Statements:

- Fiscal and Organizational Stability
- Public Safety.

FISCAL IMPACT

City Council accepted the FY 2024 Assistance to Firefighters Grant (AFG) on October 21, 2025. The award provides \$305,227.27 in federal funds against a \$30,522.73 required City match for a total \$335,750.00 authorized program budget in the Grants Fund (Fund 32). Both agreements have not-to-exceed amounts that together equal the full authorization, which preserves room to screen personnel hired during the grant period:

Provider	Scope	Not-To-Exceed Amount
Bio-Care, Inc.	NFPA 1582 evaluations (Cycles 1-3)	\$252,000
Hoag Clinic	Galleri MCED blood tests (Cycle 1-2)	\$83,750
Total		\$335,750

The Professional Services Agreements establish maximum Not-to-Exceed (NTE) thresholds based on the total AFG allocation while personnel participation rates drive actual expenditures. The following table projects estimated baseline expenditures by fiscal year across the three-year implementation cycle:

	FY 25-26	FY 26-27	FY 27-28	Grand Total
Federal Grant Funding (90%)	\$130,995	\$63,675	\$48,555	\$243,225
City Cost Share (10%)	\$14,555	\$7,075	\$5,395	\$27,025
Total Project Cost	\$145,550	\$70,750	\$53,950	\$270,250

The City would receive reimbursement for the federal portion as it incurs costs. The Fire Department wellness budget would absorb the non-federal cost share and requires no additional budget appropriations.

DISCUSSION

City Council accepted and appropriated a \$305,227.27 Assistance to Firefighters Grant (AFG) on October 21, 2025 to fund a three-cycle Firefighter Wellness Program: NFPA 1582-compliant medical evaluations and Multi-Cancer Early Detection screening for fire suppression personnel. Regional fire agencies, including Anaheim Fire and Rescue,

Huntington Beach Fire Department, the Orange County Fire Authority and the Los Angeles County and Los Angeles City Fire Departments, maintain formal occupational health and wellness programs for their firefighters. Fullerton has no comparable program, leaving its personnel without baseline health data, longitudinal health tracking or the early cancer detection screening that peer departments now provide.

The Fire Department conducted a competitive procurement in compliance with federal and City purchasing requirements, releasing RFP #2526-RFP-010 on February 20, 2026. The City received five proposals (listed alphabetically): Bio-Care, Inc., HealthQuest Wellness, Hoag Clinic, Pinnacle Training Systems and UC Irvine. A Fire Department staff committee evaluated each proposal against the RFP criteria: firm qualifications, technical approach, data security and compliance and fee proposal. The committee identified Bio-Care, Inc. as the most qualified firm for the NFPA 1582 occupational medical evaluations. Bio-Care has 33 years of experience providing mobile occupational health services to more than 400 fire departments nationwide. Its self-contained mobile exam unit performs all required clinical services on-site at a City-designated fire station, minimizing operational disruption. Bio-Care also offered lower per-participant pricing than the competing proposals, keeping all three cycles within the grant budget and the per-firefighter cost low enough that the Department could continue the program after federal funding ends.

The grant application also included the Galleri Multi-Cancer Early Detection (MCED) test as a separate screening component. Bio-Care does not offer the Galleri MCED test, although it does offer a comprehensive ultrasound screening protocol, including echocardiogram, carotid, abdominal organ, thyroid and other ultrasound exams. The ultrasound protocol provides valuable preventive health information but staff prioritized the Galleri MCED test because it uses a single blood draw to screen for more than 50 types of cancer. Staff identified Hoag Clinic as the most qualified provider to administer the Galleri MCED test. Hoag submitted a competitive proposal through the RFP process and has significant clinical experience administering the Galleri test. Hoag would perform the blood draws on-site at Fullerton Fire Department headquarters during the week following Bio-Care exams.

Participation is voluntary for fire suppression personnel. Individual results remain confidential between the provider and the firefighter; the City receives only de-identified, aggregate data and a non-clinical record of participants for billing purposes.

Attachments:

- Attachment 1 – Professional Services Agreement with Bio-Care, Inc. Draft
- Attachment 2 – Professional Services Agreement with Hoag Clinic Draft
- Attachment 3 – Business Associate Agreement with Bio-Care, Inc. Draft
- Attachment 4 – Business Associate Agreement with Hoag Clinic Draft

- Attachment 5 – Request for Proposal #2526-RFP-010
- Attachment 6 – Bio-Care, Inc. RFP Proposal

- Attachment 7 – Hoag Clinic RFP Proposal

cc: City Manager Eddie Manfro