

RESOLUTION 24-168

**A RESOLUTION OF THE CITY OF SPRING HILL, TENNESSEE TO APPROVE
CONTRACT EXTENSION AND AMENDMENT FOR FIREFIGHTER 3D MOVEMENT
ASSESSMENTS, INDIVIDUALIZED FITNESS PROGRAMS, AND RECOVER
PROGRAM**

WHEREAS, the City of Spring Hill operates a career fire department that responds to all hazards within the City; and

WHEREAS, the Fire Department provides annual medical physicals for all fire department staff; and

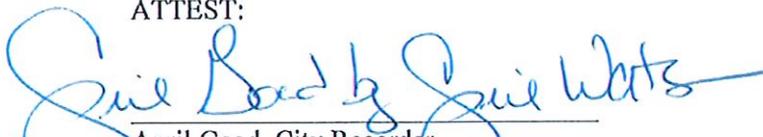
WHEREAS, the addition of a biomechanical assessment of firefighters has shown to reduce the incidence of on-the-job injuries and a reduction of workers compensation claims; and

WHEREAS, the City of Spring Hill Fire Department desires to extend this currently used successful program for an additional three (3) years, through June 30, 2028 while also adding the injury Recover Program Vitality to the total services.

NOW, THEREFORE BE IT RESOLVED, by the Board of Mayor and Aldermen of the City of Spring Hill, Tennessee to authorize the Fire Department to renew the contract with Ready Rebound with a three-year extension through June 30, 2028 in an annual total amount of \$33,949.00 for current year and year 2 and \$37,554.00 for years 3 and 4.

Passed and adopted by the Board of Mayor and Aldermen of the City of Spring Hill, Tennessee, this 15th Day of July 2024.

ATTEST:

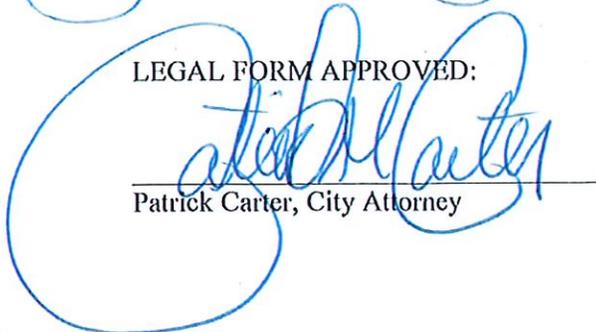


April Goad, City Recorder



Jim Hagaman, Mayor

LEGAL FORM APPROVED:



Patrick Carter, City Attorney



REQUEST: *Approval of Resolution 24-168*
SUBMITTED BY: Graig Temple, Fire Chief
DATE: July 15, 2024
RE: Amend and extend contract for Firefighter 3D Movement Assessments and to add Recover Program for Firefighter Wellness

PURPOSE:

The purpose of this resolution is to authorize Fire Department to extend the current Vitality contract with Ready Rebound for three (3) additional years, while also adding the Recover Program to run for the same duration.

BACKGROUND:

In compliance with the National Fire Protection Association (NFPA) Standards (1500, 1582 and 1583), as well as the State of Tennessee Barry Brady Act, the Fire Department provides annual health and wellness physicals to all firefighters. As an added component to these medical assessments, the fire department desires to reduce on the job injuries and workers compensation claims by improving the biomechanics of all firefighters through 3D Movement Assessments. The licensed providers from Ready Rebound will identify musculoskeletal weaknesses and provide individualized fitness plans to strengthen the body thus reducing the incidence of on-the-job injuries. The Recover portion of the program is a healthcare navigation service that adds local physician specialists as an employee's optional healthcare provider. The contracted physicians operating under a concierge plan evaluate the employees faster than standard appointments which results in less off work time, faster medical interventions, and a more comprehensive recovery through work hardening.

FINANCIAL IMPACT:

Both programs are budgeted for and total \$33,949.00 for years 1 and 2 and \$37,554.00 for years 3 and 4. The Fire Department has already budgeted for both contracts in FY25 (Vitality Program is in year 2 of 3).

STAFF RECOMMENDATION:

Staff recommends approval of Resolution 24-168 to permit the Fire Department to extend the Ready Rebound contract for three additional years and to add the Recover Program to run concurrently for the same duration.



Ready Rebound, Inc.
311 East Chicago Street, Suite 520
Milwaukee, Wisconsin 53202
Date: July 1, 2024

ADDENDUM

City of Spring Hill
199 Town Center Parkway
Spring Hill, TN 37174

RE: Resolution 23-92 by and between Ready Rebound, Inc., a Delaware company and City of Spring Hill ("Client"). Dated: June 5, 2023. "Firefighter 3D Movement Assessment and Individualized Fitness Program"

To Whom it May Concern:

Reference is hereby made to the certain Resolution dated June 5, 2023, by and between Ready Rebound, Inc., a Delaware company and City of Spring Hill ("Client").

Any terms not defined herein shall have the meaning ascribed to them in the Resolution. The purpose of this letter is to set forth our understanding with respect to the following:

1. Project description and deliverables shall be modified for terms July 1, 2024 to June 30, 2025 and July 1, 2025, to June 30, 2026, to add Recover services in addition to existing Vitality services.

Project Description: The strategic phases of this project will begin with an initial period of consultative assessment that will inform the development of strategic research initiatives and implementation of targeted programs and practices. Our short-term goals include (a) creating an awareness and understanding for the added value that Rebound brings to the individual employee, (b) identifying gaps in knowledge and practices that, if closed, will improve health of Client's employees, and (c) establish an injury management system that rewards the employee and employer through efficiency, reduced costs, and reduced time lost.

Deliverables:

Ready Rebound *Recover* will provide a team of experts and professionals who are licensed as physical therapists and athletic trainers, credentialed in advanced assessment of movement and strength and conditioning, trained in cutting edge technology and software, and established educators and researchers. The Ready Rebound team will work with Client to:

Establish and implement a network-based system for management of the treatment of orthopedic injury. Achieving this milestone will involve:

- a. Full Assessment and determination of best practice for implementation of the Network based on workers compensation laws, HIPAA, and practice acts in the State of Tennessee;
 - b. Selection of physicians (orthopedic and primary care) and physical therapists or athletic trainers for the Network;
 - c. Implementation of Ready Rebound software for current employees; and
 - d. Access to the Ready Rebound Network will be allowed for Client's employees, current and future retired employees, and their immediate family members.
 - e. Development of outcome metrics. Achieving this milestone will involve:
 - f. Ready Rebound will work with the Client Representative (as identified below) to obtain data necessary to build a metric model (i.e., days lost, # of injuries, body part, injury type, dollars spent on health claims, dollars spent on "backfill", participation in healthy initiatives); and
 - g. Develop predictive/proprietary algorithm(s) for determination of # of injuries/lost days and the cost benefits of the collective and individual programs (such models and algorithms may require three (3) years of data in order to obtain a sample size large enough to create a valid and reliable metric).
2. The Resolution shall be extended for two additional terms: July 1, 2026 to June 30, 2027 and July 1, 2027, to June 30, 2028, shifting Vitality services to Early Detection Services and continue with Recover services. Project description and deliverables shall be modified for these terms.

Project Description:The strategic phases of this project will begin with an initial period of consultative assessment that will inform the development of strategic research initiatives and implementation of targeted programs and practices. Our short-term goals include (a) understanding current programs in place and barriers to entry and compliance; (b) identify highest risk categories for risk of MSK injury; (c) identifying gaps in knowledge and practices that, if closed, will improve health of Client's employees; (d) establish an injury mitigation program that rewards the employee and employer through improved physical and mental health, efficiency, reduced costs, and reduced time lost; and (e) establish an injury management system that rewards the employee and employer through efficiency, reduced costs, and reduced time lost.

Deliverables:

Ready Rebound will provide a team of experts and professionals who are licensed as physical therapists and athletic trainers, credentialed in advanced assessment of movement and strength and conditioning, trained in cutting edge technology and software, and established educators and researchers. The Ready Rebound team will work with Client to:

- a. Establish and implement movement assessment training with all active members and appropriate department leaders and administrators. Achieving this milestone will involve:
 1. Virtual training and initial deployment of member movement assessment. Onsite training and deployment is available for an additional fee and cost of travel.
 2. Support Client in learning the assessment system to realize maximum efficacy.
- b. Key Performance Indicators will be delivered through the Ready Rebound portal which can be accessed by key members of the department's wellness staff.
- c. Access to the Ready Rebound orthopedic provider network for expedited diagnosis and treatment of orthopedic injury.
- d. As needed, Ready Rebound will enhance their local orthopedic network to ensure successful access for Client members. Achieving this milestone will involve a full assessment of Client preferred providers, client private medical insurance, and all workers compensation laws, HIPAA, and practice acts in the State of Tennessee.
- e. Access to the Ready Rebound Network will be allowed for Client's employees, current and future retired employees, and their immediate family members.

f. Client will provide information on overtime, backfill and other relevant department costs to enable the development of outcome metrics and program efficacy.

3. All fees during these terms will be due in full by TERM START, unless otherwise agreed upon. Fees shall be as follows for each term:

Term	Sworn Members	Term Start	Term End	Fees
1	78 FT @ \$249/3PT @ \$149	7/1/2024	6/30/2025	\$19,869.00
2	78 FT @ \$249/3 PT @ \$149	7/1/2025	6/30/2026	\$19,869.00
3	93 FT @ \$399/3 PT @ \$149	7/1/2026	6/30/2027	\$37,554.00
4	93 FT @ \$399/3 PT @ \$149	7/1/2027	6/30/2028	\$37,554.00

4. The terms and conditions of the Resolution remain in effect except as modified herein.

Please confirm your agreement to the foregoing by signing in the space provided below.

Sincerely,

Ready Rebound, Inc.

By: _____
David Reeves, Chief Executive Officer

Agreed to and Accepted this

15 day of July, 2024

(_____)

By: [Signature]

Name: Jim Haggaman

Title: MAYOR