



## Legislation Details (With Text)

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**Title:** CONSIDER APPROVAL OF AMENDMENT NO. 2 TO THE DICKERSON DISABILITY CONSULTING SERVICES, INC. CONTRACT (CITY COUNCIL)  
**Sponsors:**  
**Indexes:**  
**Code sections:**  
**Attachments:** 1. EXHIBIT 1 -- Original Contract -- Dickerson Disability, 2. EXHIBIT 2 -- Amendment 1 -- C-18-081 - Dickerson Disability (1), 3. EXHIBIT 3 -- Amendment 2 -- Dickerson Disability partially signed

Date	Ver.	Action By	Action	Result
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## Report to Mayor and City Council

Tuesday, April 07, 2020

Consent

### SUBJECT:

**CONSIDER APPROVAL OF AMENDMENT NO. 2 TO THE DICKERSON DISABILITY CONSULTING SERVICES, INC. CONTRACT (CITY COUNCIL)**

### I. SUMMARY

Since July 2018, the City has contracted with Dickerson Disability Consulting Services, Inc. to provide various services including reasonable accommodation assessments, consulting on Americans with Disabilities Act (ADA) and Fair Employment and Housing Act (FEHA), essential job function analysis, and ergonomic assessments.

The original 2018 contract and Amendment No. 1 were both executed under the City Manager's authority. Due to higher-than-anticipated need for the services, we are now asking Council to approve Amendment No. 2 adding additional funds for the remainder of the term that ends on June 30, 2021.

### II. RECOMMENDATION

TAKE the following actions:

1. APPROVE Amendment No. 2 to the Dickerson Disability Consulting Services, Inc.

contract adding \$15,000 additional funds to the contract.

2. AUTHORIZE the Mayor to execute the contract amendment following approval as to form by the City Attorney.

### **III. ALTERNATIVES**

TAKE another action the City Council deems appropriate.

### **IV. BACKGROUND**

Dickerson Disability Consulting provides reasonable accommodations, return to work and ergonomic assessment services, to assist the City in meeting our obligations as an employer and to minimize the City's exposure to claims and lawsuits.

Under workers compensation, Family Medical Leave Act (FMLA), FEHA and ADA laws the City is required to engage with disabled employees to explore ways to accommodate their disabilities and return them to work, if possible. Under Occupational Safety and Health Act (OSHA) guidelines, the City is required to provide a safe work environment and ensure that work areas are ergonomically correct.

Dickerson Disability Consulting, Inc. has been providing services to help the City meet the above mandates and has performed well. In this fiscal year, the need for the services has increased due to a higher number of workers compensation and FMLA cases coming to resolution. There has also been an increase in the number of requests for ergonomic assessments. This is due to old workstations and furniture that contribute to injuries and loss of productivity.

The original contract and Amendment No. 1 were executed under City Manager's authority. Staff is now asking Council to approve Amendment No. 2 adding \$15,000 additional funds for the remainder of the term to June 30, 2021.

### **V. FISCAL IMPACT**

Approval of this amendment would increase the contract maximum from \$25,000 to \$40,000. Funds for this contract are included in the FY 2019/20 budget and will be included FY 2020/21 budget.

### **VI. EXHIBITS**

1. Contract Services Agreement By and Between City of Carson and Dickerson Disability Consulting Services, Inc. (pgs. 3-23).
2. Amendment No. 1 to Contract Services Agreement By and Between City of Carson and Dickerson Disability Consulting Services, Inc. (pgs. 24-28).
3. Amendment No. 2 to Contract Services Agreement By and Between City of Carson and Dickerson Disability Consulting Services, Inc. (pgs. 29-33).

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