



Agenda Report

March 9, 2026

TO: Honorable Mayor and City Council

FROM: City Manager's Office

SUBJECT: AUTHORIZE THE CITY MANAGER TO ENTER INTO A CONTRACT WITH AURO PHYSIOTHERAPY AND WELLNESS FOR INJURY PREVENTION SERVICES FOR THE PASADENA FIRE DEPARTMENT FOR UP TO SIX YEARS FOR AN AMOUNT NOT TO EXCEED \$881,238

RECOMMENDATION:

It is recommended that the City Council:

1. Find that the recommended action is exempt from the California Environmental Quality Act ("CEQA") pursuant to State CEQA Guidelines per Section 15061(b)(3), the "Common Sense" exemption that CEQA only applies to projects that may have an effect on the environment; and
2. Authorize the City Manager to enter into a contract, as the result of the competitive selection process, as specified by Section 4.08.047 of the Pasadena Municipal Code, with Auro Physiotherapy and Wellness for Injury Prevention Services for the Pasadena Fire Department in an amount not-to-exceed \$881,238 which includes a three-year base contract amount of \$440,619 and the option for three additional one-year extensions, at the discretion of the City Manager, in the grand total amount of \$881,238. Competitive price bidding is not required pursuant to City Charter Section 1002(F) contracts for professional or unique services.

BACKGROUND:

The Risk Management Division of the City Manager's Office manages the City's Workers' Compensation program. The Risk Management Division has partnered with the City of Pasadena Fire Department (PFD) to establish an Injury Prevention Services program in which licensed physical therapists will provide on-site Physical Therapy (PT) services focused on early identification of injury risk factors and corrective intervention to PFD personnel. The goal of this program is to provide proactive movement programming for all PFD members to reduce the occurrence and severity of on-duty injuries among sworn

Compensation claims and costs, accelerate return to duty, enhance overall workforce readiness, and educate members on movement function and dysfunction.

This program is designed specifically for the physical demands of fire service operations which require repetitive lifting, patient movement, climbing, equipment deployment, and prolonged use of heavy personal protective equipment. These essential job functions place significant physical stress on the body and contribute to musculoskeletal injuries, which remain among the most common causes of lost work time within the Fire Department.

Historically, the Fire Department's approach to injury management has been largely reactive, addressing injuries after they occur through medical treatment, rehabilitation, and modified duty. While necessary, this model does not identify or mitigate the underlying movement deficiencies, muscular imbalances, or biomechanical inefficiencies that often precede injury. As a result, preventable injuries can lead to lost productivity, overtime backfill costs, Workers' Compensation expenditures, and extended recovery periods. For Fiscal Years 2023–2025, the Fire Department's annual average Workers' Compensation claims were \$1,874,060.

By shifting from a reactive treatment model to a preventive care model, the Fire Department seeks to improve employee well-being while supporting fiscal responsibility and operational continuity.

Key Program Components:

- Movement Screenings and Functional Assessments: Routine evaluation of mobility, strength, flexibility, and movement patterns to identify deficiencies that may increase injury risk.
- Identification of Muscular Imbalances and Biomechanical Risk Factors: Early detection of asymmetries, instability, or compensatory movement patterns that contribute to strain and overuse injuries.
- Prescriptive Physical Therapy and Corrective Exercise Programs: Individualized intervention plans to address identified risk areas and improve functional performance.
- On-the-Job Movement and Lifting Training: Task-specific instruction focused on safe lifting techniques, patient handling, and equipment movement aligned with real-world fireground operations.

Anticipated Program Benefits:

- Reduction in frequency and severity of musculoskeletal injuries
- Decreased Workers' Compensation claims and associated costs
- Reduced overtime expenditures for injury backfill
- Shortened return-to-work timelines for injured employees
- Improved employee health, morale, and long-term physical resilience
- Enhanced operational readiness and staffing reliability

On December 15, 2025, the City Manager’s Office issued a Request for Proposals for Contracted Injury Prevention Services for the Fire Department. Services requested in the Scope of Work included:

1. Movement and Injury Evaluation
2. Therapeutic Exercises
3. Motor Control Improvement
4. Pain Control and Modalities
5. On-Site Services
6. Data Tracking and Reporting

Four responses were received by the submission deadline, including one from a local Pasadena vendor. The following is the list of respondents and their respective scoring:

<u>Firm Name</u>	<u>Location</u>	<u>Score (Max Score 100)</u>
Auro Physiotherapy and Wellness	Pasadena, CA	87.99
Ascent Health Solutions	Bend, OR	73.24
PhysNet	Jacksonville, FL	68.75
Physio2Go	San Diego, CA	64.43

Each of the submitted proposals were evaluated based on the overall strength of their respective proposals by an evaluation committee comprised of City staff from the Fire Department and City Manager’s Office – Risk Management Division. Specifically, the proposals were evaluated based on the following evaluation criteria:

1. Proposed Solution (30%)
2. Work Experience and Qualifications (35%)
3. Cost Proposal (25%)
4. Local Pasadena Business (5%)
5. Small or Micro-Business (5%)

The City has not previously awarded a contract to Auro Physiotherapy and Wellness. The initial term of the Contract resulting from this proposal is for three years. The compensation set forth in the Proposal shall remain valid and in effect during the initial term of the contract. There shall be three optional one-year extension periods subject to the approval of the City Manager.

ENVIRONMENTAL ANALYSIS:

This contract is exempt from CEQA per section 15061 (b) (3), the General Rule. The General Rule can be applied when it can be seen with certainty that the activity will not have a significant effect on the environment. The proposed action will not result in any new development or physical changes.

COUNCIL POLICY CONSIDERATION:

The proposed action advances the City’s commitment to employee safety and prudent Risk Management practices and supports the City Council’s strategic objectives of maintaining fiscal stability and responsibility.

FISCAL IMPACT:

The total cost of the recommended action will not exceed \$881,238. Funding to support the first year of contract costs is included in 50611063 (Risk Management - Workers Compensation and Safety Fund) and 10131018 (Fire Department General Fund). Future contract costs will be budgeted as part of the annual operating budget.

Respectfully submitted,



ALEX SOUTO
Deputy City Manager

Concurred,



[Chad Augustin \(Mar 4, 2026 21:57:26 PST\)](#)

CHAD AUGUSTIN
Fire Chief

Approved by:



MIGUEL MÁRQUEZ
City Manager