



# City of Austin

## Recommendation for Action

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**File #:** 26-1026, **Agenda Item #:** 17.

2/26/2026

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### **Posting Language**

Authorize a contract for injury prevention services training and program development for Austin Energy with Capitol Medical Services, LLC, for an initial term of one year with up to two one-year extension options in an amount not to exceed \$300,000. Funding: \$100,000 is available in the Operating Budget of Austin Energy. Funding for the remaining contract term is contingent upon available funding in future budgets.

### **Lead Department**

Austin Financial Services.

### **Client Department(s)**

Austin Energy.

### **Fiscal Note**

Funding in the amount of \$100,000 is available in the Fiscal Year 2025-2026 Operating Budget of Austin Energy.

Funding for the remaining contract term is contingent upon available funding in future budgets.

### **Procurement Language:**

Austin Financial Services issued a Request for Proposals solicitation RFP 1100 DCM3039 for these services. The solicitation was published on June 30, 2025, and closed on August 12, 2025. Of the five offers received, the proposal submitted recommended contractor represented the best value to the City based on the solicitation's evaluation criteria. A complete solicitation package, including a log of offers received, is available for viewing on the City's website. This information can currently be found at [https://financeonline.austintexas.gov/afo/account\\_services/solicitation/solicitation\\_details.cfm?sid=142496](https://financeonline.austintexas.gov/afo/account_services/solicitation/solicitation_details.cfm?sid=142496).

### **MBE/WBE:**

This contract will be awarded in compliance with City Code Chapter 2-9B (Minority-Owned and Women-Owned Business Enterprise Procurement Program). For the services required for this solicitation, there were insufficient subcontracting opportunities; therefore, no subcontracting goals were established.

### **For More Information:**

Direct questions regarding this Recommendation for Council Action to the Austin Financial Services - Central Procurement at [FSDCentralProcurementRCAs@austintexas.gov](mailto:FSDCentralProcurementRCAs@austintexas.gov) or 512-974-2500. Respondents to the solicitation and their Agents should direct all questions to the Authorized Contact Person identified in the solicitation.

### **Council Committee, Boards and Commission Action:**

February 9, 2025 - Recommended by the Electric Utility Commission on an 8-0 vote with Commissioner Gillett, Commissioner Rhodes, and Vice Chair White absent.

**Additional Backup Information:**

This contract is to establish and implement a comprehensive injury prevention training program for Austin Energy’s field employees involved in power generation, transmission, substation, and distribution tasks and activities. The injury prevention program will be available to approximately 400 Austin Energy employees that are considered “occupational athletes” due to the physical demands of their job duties. These employees routinely perform tasks requiring significant physical exertion, strength, stamina, agility, and coordination, such as lifting, climbing, pushing, pulling, and repetitive motions, putting them at risk of musculoskeletal injuries. Common work-related injuries for occupational athletes occur due to poor lifting technique, working postures, insufficient conditioning, and/or fatigue. Occupational athletes require education, conditioning and recovery practices to prevent injuries and sustain long-term performance. Musculoskeletal injuries currently account for more than 60% of Austin Energy’s workers’ compensation cases and predominately affect the identified 400 employees considered occupational athletes.

The contractor will analyze workers’ compensation data to identify injury trends within workgroups and conduct a meta-analysis of historical injury data. These findings will be used to develop and implement targeted on-site education, intervention, and small group training sessions designed to reduce the severity and frequency of musculoskeletal injuries and improve overall workforce health.

An evaluation team with expertise in this area evaluated the offers and scored Capitol Medical Services, LLC, as the best to provide these services based on project concept and strategy, experience, personnel, price, local business preference, and small business preference.

A delay in contract approval could impact Austin Energy’s ability to provide advanced intervention and prevention services for employees at high risk of musculoskeletal injuries.

<b>Contract Details:</b>		
<b>Contract Term</b>	<b>Length of Term</b>	<b>Contract Authorization</b>
Initial Term	1 year	\$100,000
Optional Extension 1	1 year	\$100,000
Optional Extension 2	1 year	\$100,000
<b>Total</b>	<b>3 years</b>	<b>\$300,000</b>

**Note:** Contract Authorization amounts are based on the City’s estimated annual usage.