



**Contract and Award Letter
Purchase Resolution – Exhibit “A”**

TO: Board of Contracts and Awards
FROM: Linnaea Jablonski, Director, Human Resources
Kari Louie, Assistant Director, Compensation and Benefits, Human Resources
COPY: City Council, City Manager, City Clerk, EIC Coordinator, LEAP Coordinator, and
Sara Bird, Senior Buyer, Finance/Procurement
SUBJECT: Contract for City Wellness Platform Direct Negotiation Waiver
Contract No. CW2283380 -- July 28, 2026, City Council
DATE: July 10, 2026

RECOMMENDATION SUMMARY:

The Human Resources (HR) Department recommends awarding a contract to Personify Health Inc (Personify), Providence, RI, for \$745,344.48, plus applicable taxes, budgeted from the Human Resources Fund 5800, for a contract term of January 1, 2026, through December 31, 2029, for City's Wellness Platform services.

STRATEGIC POLICY PRIORITY:

- Ensure all employees are valued and have access to resources to meet their health care and wellness needs.
- Foster a vibrant and diverse economy with good jobs for all Tacoma residents.
- Encourage and promote an efficient and effective government, which is fiscally sustainable and guided by engaged employees

BACKGROUND: In 2014, the Tacoma City Council adopted a health and welfare benefits philosophy that includes investing in the health and wellness of employees, the City of Tacoma's best asset, by providing comprehensive health care that is affordable for both employees and the City. With that guidance from Council, an agreement was reached between the City of Tacoma Management and Joint Labor that included the implementation of a Joint Labor Management Health Care Committee (aka Wellness Committee) and includes members of City of Tacoma Management and Joint Labor.

In collaboration with Personify and our union partners, the City has invested substantial time in the unique features of this wellness program offering, which is included as part of the health and welfare benefits package. Our employees have appreciated the various tools and resources available through the comprehensive wellness platform as it helps them attain their health and wellness goals, while also enabling them to receive credit for the everyday healthy habits that they already practice. Together, this helps to reduce health care costs and increase presenteeism, recruitment, and retention for the City.

In order to ensure negotiated discounts, Personify requested that the recommended contract be retroactive to the beginning of 2026. The 2026 fees included under this agreement, \$170,649.48, plus applicable taxes, align with previously budgeted pricing for 2026 and are included in the current agreement which will be replaced by this recommended contract.

ISSUE: The Wellness Program is a bargained benefit provided to all employees, effective January 1, 2015. The Wellness Program platform offered through Personify is a critical



component of the program offering engaging tools for employees as well as administration tracking for participation.

ALTERNATIVES:

1. Approach the City’s Union Partners to remove this benefit offering for employees.
2. Begin a Request for Proposals (RFP) process to seek out a new vendor. However, initial research indicates that the costs for other vendors exceed what Personify is offering to us as an established customer.

COMPETITIVE ANALYSIS:

The City has been doing business with Personify since the inception of the Wellness Program with some acquisitions/rebranding activity. This vendor has worked with us during trying budget times, significantly reducing our fees during the COVID-19 pandemic and has continued to keep costs low with minimal renewal increases. This contract represents a 1% increase guaranteed through 2029, 2% below their standard increase for their customer base.

CONTRACT HISTORY: New Contract

SUSTAINABILITY: This is an online platform only, using minimal footprint and environmental resources.

EQUITY IN CONTRACTING (EIC) COMPLIANCE: Not applicable - EIC Exception: Direct Negotiation Waiver

LOCAL EMPLOYMENT AND APPRENTICESHIP TRAINING PROGRAM (LEAP) COMPLIANCE: Not Applicable

FISCAL IMPACT:

EXPENDITURES:

FUND NUMBER & FUND NAME *	COST OBJECT (CC/WBS/ORDER)	COST ELEMENT	TOTAL AMOUNT
5800-HR Human Resources	80018301 (598707)	5310100	\$745,344.48
TOTAL			Up to \$745,344.48

REVENUES:

FUNDING SOURCE	COST OBJECT (CC/WBS/ORDER)	COST ELEMENT	TOTAL AMOUNT
5800-Assmt Human Resources	Various	5950395	(\$745,344.48)
TOTAL			Up to (\$745,344.48)

FISCAL IMPACT TO CURRENT BIENNIAL BUDGET: \$170,649.48

ARE THE EXPENDITURES AND REVENUES PLANNED AND BUDGETED? Yes

IF EXPENSE IS NOT BUDGETED, PLEASE EXPLAIN HOW THEY ARE TO BE COVERED.