

AGREEMENT FOR PROFESSIONAL SERVICES BETWEEN THE CITY OF SALINAS AND PROACTIVE WORK HEALTH SERVICES

This Agreement for Professional Services (the “Agreement” and/or “Contract”) is made and entered into this 1st day of August, 2025, between the **City of Salinas**, a California Charter city and municipal corporation (hereinafter “City”), and ProActive Work Health Services (hereinafter “Provider”).

RECITALS

WHEREAS, Provider represents that he, she, or it is specially trained, experienced, and competent to perform the special services which will be required by this Agreement; and

WHEREAS, Provider is willing to render such professional services, as hereinafter defined, on the following terms and conditions.

NOW, THEREFORE, City and Provider agree as follows:

TERMS

1. **Scope of Service.** The project contemplated and the scope of Provider’s services are described in Exhibit B, attached hereto and incorporated herein by reference.
2. **Term; Completion Schedule.** This Agreement shall commence on August 1, 2025, and shall terminate on June 30, 2027, unless extended in writing by either party upon (30) days written notice. This Agreement may be extended only upon mutual written consent of the parties, and may be terminated only pursuant to the terms of this Agreement.
3. **Compensation.** City hereby agrees to pay Provider for services rendered the City pursuant to this Agreement on a time and materials basis according to the rates of compensation of Exhibit B. The total amount of compensation to be paid under this Agreement shall not exceed \$90,000.
4. **Billing.** Provider shall submit to City an itemized invoice, prepared in a form satisfactory to City, describing its services and costs for the period covered by the invoice. Except as specifically authorized by City, Provider shall not bill City for duplicate services performed by more than one person. Provider’s bills shall include the following information to which such services cost or pertain:
 - (A) A brief description of services performed;
 - (B) The date the services were performed;
 - (C) A brief description of any costs incurred; and

Any such invoices shall be in full accord with any and all applicable provisions of this Agreement.

City shall make payment on each such invoice within thirty (30) days of receipt; provided, however, that if Provider submits an invoice which is incorrect, incomplete, or not in accord with the provisions of this Agreement, City shall not be obligated to process any payment to Provider until thirty (30) days after a correct and complying invoice has been submitted by Provider. The City shall process undisputed portion immediately.

5. Meet & Confer. Provider agrees to meet and confer with City or its agents or employees with regard to services as set forth herein as may be required by the City to ensure timely and adequate performance of the Agreement.

6. Additional Copies. If City requires additional copies of reports, or any other material which Provider is required to furnish as part of the services under this Agreement, Provider shall provide such additional copies as are requested, and City shall compensate Provider for the actual costs related to the production of such copies by Provider.

7. Responsibility of Provider. By executing this Agreement, Provider agrees that the services to be provided and work to be performed under this Agreement shall be performed in a fully competent manner. By executing this Agreement, Provider further agrees and represents to City that the Provider possesses, or shall arrange to secure from others, all of the necessary professional capabilities, experience, resources, and facilities necessary to provide the City the services contemplated under this Agreement and that City relies upon the professional skills of Provider to do and perform Provider's work. Provider further agrees and represents that Provider shall follow the current, generally accepted practices in this area to the profession to make findings, render opinions, prepare factual presentations, and provide professional advice and recommendations regarding the projects for which the services are rendered under this Agreement.

8. Responsibility of City. To the extent appropriate to the projects to be completed by Provider pursuant to this Agreement, City shall:

(A) Assist Provider by placing at its disposal all available information pertinent to the projects, including but not limited to, previous reports and any other data relative to the projects. Nothing contained herein shall obligate City to incur any expense in connection with completion of studies or acquisition of information not otherwise in the possession of City.

(B) Examine all studies, reports, sketches, drawings, specifications, proposals, and other documents presented by Provider, and render verbally or in writing as may be appropriate, decisions pertaining thereto within a reasonable time so as not to delay the services of Provider.

(C) Human Resources Director, or her designee, shall act as City's representative with respect to the work to be performed under this Agreement. Such person shall have the complete authority to transmit instructions, receive information, interpret and define City's policies and decisions with respect to materials, equipment, elements, and systems pertinent to Provider's services. City may unilaterally change its representative upon notice to the Provider.

(D) Give prompt written notice to Provider whenever City observes or otherwise becomes aware of any defect in a project.

9. **Acceptance of Work Not a Release.** Acceptance by the City of the work to be performed under this Agreement does not operate as a release of Provider from professional responsibility for the work performed.

10. **Indemnification and Hold Harmless.** Provider shall defend, indemnify, and hold harmless the City and its officers, officials, employees, volunteers, and agents from and against any and all liability, loss, damage, expense, costs (including without limitation costs and fees of litigation) of every nature arising out of or in connection with Provider's performance of work hereunder, including the performance of work of any of Provider's subcontractors or agents, or Provider's failure to comply with any of its obligations contained in the agreement, except such loss or damage which was caused by the sole negligence or willful misconduct of the City.

11. **Insurance.** Provider shall procure and maintain for the duration of this Agreement insurance meeting the requirements specified in Exhibit A hereto.

12. **Access to Records.** Provider shall maintain all preparatory books, records, documents, accounting ledgers, and similar materials including but not limited to calculation and survey notes relating to work performed for the City under this Agreement on file for at least three (3) years following the date of final payment to Provider by City. Any duly authorized representative(s) of City shall have access to such records for the purpose of inspection, audit, and copying at reasonable times during Provider's usual and customary business hours. Provider shall provide proper facilities to City's representative(s) for such access and inspection.

13. **Non-Assignability.** It is recognized by the parties hereto that a substantial inducement to City for entering into this Agreement was, and is, the professional reputation and competence of Provider. This Agreement is personal to Provider and shall not be assigned by it without express written approval of the City.

14. **Changes to Scope of Work.** City may at any time, and upon a minimum of ten (10) days written notice, seek to modify the scope of services to be provided for any project to be completed under this Agreement. Provider shall, upon receipt of said notice, determine the impact on both time and compensation of such change in scope and notify City in writing. Upon agreement between City and Provider as to the extent of said impacts to time and compensation, an amendment to this Agreement shall be prepared describing such changes. Execution of the amendment by City and Provider shall constitute the Provider's notice to proceed with the changed scope.

15. **Ownership of Documents.** Title to all final documents, including drawings, specifications, data, reports, summaries, correspondence, photographs, computer software (if purchased on the City's behalf), video and audio tapes, software output, and any other materials with respect to work performed under this Agreement shall vest with City at such time as City has compensated Provider, as provided herein, for the services rendered by Provider in connection with which they were prepared. City agrees to hold harmless and indemnify the

Provider against all damages, claims, lawsuits, and losses of any kind including defense costs arising out of any use of said documents, drawings, and/or specifications on any other project without written authorization of the Provider.

16. Termination.

(A) City shall have the authority to terminate this Agreement, upon ten days written notice to Provider, as follows:

(1) If in the City's opinion the conduct of the Provider is such that the interest of the City may be impaired or prejudiced, or

(2) For any reason whatsoever.

(B) Upon termination, Provider shall be entitled to payment of such amount as fairly compensates Provider for all work satisfactorily performed up to the date of termination based upon the Provider's rates shown in Exhibit B and/or Section 3 of this Agreement, except that:

(1) In the event of termination by the City for Provider's default, City shall deduct from the amount due Provider the total amount of additional expenses incurred by City as a result of such default. Such deduction from amounts due Provider are made to compensate City for its actual additional costs incurred in securing satisfactory performance of the terms of this Agreement, including but not limited to, costs of engaging another Provider(s) for such purposes. In the event that such additional expenses shall exceed amounts otherwise due and payable to Provider hereunder, Provider shall pay City the full amount of such expense.

(C) In the event that this Agreement is terminated by City for any reason, Provider shall:

(1) Upon receipt of written notice of such termination promptly cease all services on this project, unless otherwise directed by City; and

(2) Deliver to City all documents, data, reports, summaries, correspondence, photographs, computer software output, video and audio tapes, and any other materials provided to Provider or prepared by or for Provider or the City in connection with this Agreement. Such material is to be delivered to City in completed form; however, notwithstanding the provisions of Section 15 herein, City may condition payment for services rendered to the date of termination upon Provider's delivery to the City of such material.

(D) In the event that this Agreement is terminated by City for any reason, City is hereby expressly permitted to assume the projects and complete them by any means, including but not limited to, an agreement with another party.

(E) The rights and remedy of the City and Provider provided under this Section are not exclusive and are in addition to any other rights and remedies provided by law or appearing in any other section of this Agreement.

17. Compliance with Laws, Rules, and Regulations. Services performed by Provider pursuant to this Agreement shall be performed in accordance and full compliance with all applicable federal, state, and City laws and any rules or regulations promulgated thereunder.

18. Exhibits Incorporated. All exhibits referred to in this Agreement and attached to it are hereby incorporated in it by this reference. In the event there is a conflict between any of the terms of this Agreement and any of the terms of any exhibit to the Agreement, the terms of the Agreement shall control the respective duties and liabilities of the parties.

19. Independent Contractor. It is expressly understood and agreed by both parties that Provider, while engaged in carrying out and complying with any of the terms and conditions of this Agreement, is an independent contractor and not an employee of the City. Provider expressly warrants not to represent, at any time or in any manner, that Provider is an employee or servant of the City.

20. Integration and Entire Agreement. This Agreement represents the entire understanding of City and Provider as to those matters contained herein. No prior oral or written understanding shall be of any force or effect with respect to those matters contained herein. This Agreement may not be modified or altered except by amendment in writing signed by both parties.

21. Jurisdiction and Venue. This Agreement shall be governed by and construed in accordance with the laws of the State of California, County of Monterey, and City of Salinas. Jurisdiction of litigation arising from this Agreement shall be in the State of California, in the County of Monterey or in the appropriate federal court with jurisdiction over the matter.

22. Severability. If any part of this Agreement is found to be in conflict with applicable laws, such part shall be inoperative, null and void insofar as it is in conflict with said laws, but the remainder of the Agreement shall continue to be in full force and effect.

23. Notices.

(A) Written notices to the City hereunder shall, until further notice by City, be addressed to:

City Manager
City of Salinas
200 Lincoln Avenue
Salinas, California 93901

With a copy to:

City Attorney
City of Salinas
200 Lincoln Avenue
Salinas, California 93901

(B) Written notices to the Provider shall, until further notice by the Provider, be addressed to:

Valerie Camacho
21 San Miguel Avenue
Salinas, California 93901

(C) The execution of any such notices by the City Manager shall be effective as to Provider as if it were by resolution or order of the City Council, and Provider shall not question the authority of the City Manager to execute any such notice.

(D) All such notices shall either be delivered personally to the other party's designee named above, or shall be deposited in the United States Mail, properly addressed as aforesaid, postage fully prepaid, and shall be effective the day following such deposit in the mail.

24. Nondiscrimination. During the performance of this Agreement, Provider shall not discriminate against any employee or applicant for employment because of race, color, religion, ancestry, creed, sex, national origin, familial status, sexual orientation, age (over 40 years) or disability. Provider shall take affirmative action to ensure that applicants are employed, and that employees are treated during employment without regard to their race, color, religion, ancestry, creed, sex, national origin, familial status, sexual orientation, age (over 40 years) or disability.

25. Conflict of Interest. Provider warrants and declares that it presently has no interest, and shall not acquire any interest, direct or indirect, financial or otherwise, in any manner or degree which will render the services required under the provisions of this Agreement a violation of any applicable local, state or federal law. Provider further declares that, in the performance of this Agreement, no subcontractor or person having such an interest shall be employed. In the event that any conflict of interest should nevertheless hereinafter arise, Provider shall promptly notify City of the existence of such conflict of interest so that City may determine whether to terminate this Agreement. Provider further warrants its compliance with the Political Reform Act (Government Code section 81000 et seq.) and Salinas City Code Chapter 2A that apply to Provider as the result of Provider's performance of the work or services pursuant to the terms of this Agreement.

26. Headings. The section headings appearing herein shall not be deemed to govern, limit, modify, or in any manner affect the scope, meaning or intent of the provisions of this Agreement.

27. Attorneys' Fees. In case suit shall be brought to interpret or to enforce this Agreement, or because of the breach of any other covenant or provision herein contained, the prevailing party in such action shall be entitled to recover their reasonable attorneys' fees in addition to such costs as may be allowed by the Court. City's attorneys' fees, if awarded, shall be calculated at the market rate.

28. Non-Exclusive Agreement. This Agreement is non-exclusive and both City and Provider expressly reserves the right to contract with other entities for the same or similar services.

29. Rights and Obligations Under Agreement. By entering into this Agreement, the parties do not intend to create any obligations express or implied other than those set out herein; further, this Agreement shall not create any rights in any party not a signatory hereto.

30. Licenses. If a license of any kind, which term is intended to include evidence of registration, is required of Provider, its representatives, agents or subcontractors by federal, state or local law, Provider warrants that such license has been obtained, is valid and in good standing, and that any applicable bond posted in accordance with applicable laws and regulations.

31. Counterparts. This Agreement may be executed in one or more counterparts, each of which shall be deemed an original, but all of which together shall constitute a single agreement.

32. Legal Representation. Each party affirms that it has been represented, if it so chose, by legal counsel of its own choosing regarding the preparation and the negotiation of this Agreement and the matters and claims set forth herein, and that each of them has read this Agreement and is fully aware of its contents and its legal effect. Neither party is relying on any statement of the other party outside the terms set forth in this Agreement as an inducement to enter into this Agreement.

33. Joint Representation. The language of all parts of this Agreement shall in all cases be construed as a whole, according to its fair meaning, and not strictly for or against any party. No presumptions or rules of interpretation based upon the identity of the party preparing or drafting the Agreement, or any part thereof, shall be applicable or invoked.

34. Warranty of Authority. Each party represents and warrants that it has the right, power, and authority to enter into this Agreement. Each party further represents and warrants that it has given any and all notices, and obtained any and all consents, powers, and authorities, necessary to permit it, and the persons entering into this Agreement for it, to enter into this Agreement.

35. No Waiver of Rights. Waiver of a breach or default under this Agreement shall not constitute a continuing waiver or a waiver of a subsequent breach of the same or any other provision of this Agreement. The failure to provide notice of any breach of this Agreement or failure to comply with any of the terms of this Agreement shall not constitute a waiver thereof. Failure on the part of either party to enforce any provision of this Agreement shall not be construed as a waiver of the right to compel enforcement of such provision or any other provision. A waiver by the City of any one or more of the conditions of performance under this Agreement shall not be construed as waiver(s) of any other condition of performance under this Agreement.

IN WITNESS WHEREOF, the parties hereto have made and executed this Agreement on the date first written above.

CITY OF SALINAS

René Mendez, City Manager

APPROVED AS TO FORM:

- _____
☐ Christopher A. Callihan, City Attorney, or
☐ Rhonda Combs, Assistant City Attorney

PROVIDER

By (Printed Name): _____
Its (Title): _____

Exhibit A- Insurance Requirements

Insurance Requirements

Provider shall procure and maintain for the duration of the Agreement insurance against claims for injuries to persons or damage to property which may arise from or in connection with the performance of the work hereunder and the results of that work by the Provider, his agents, representatives, employees, or subcontractors. With respect to General Liability and Professional Liability, coverage should be maintained for a minimum of five (5) years after Agreement completion.

MINIMUM SCOPE AND LIMIT OF INSURANCE

Coverage shall be at least as broad as:

- (A) **Commercial General Liability** (“CGL”): Insurance Services Office Form (“ISO”) CG 00 01 covering CGL on an occurrence basis, including products and completed operations, property damage, bodily injury, and personal & advertising injury with limits no less than **\$1,000,000** per occurrence. If a general aggregate limit applies, either the general aggregate limit shall apply separately to this project/location (ISO CG 25 03 or 25 04) or the general aggregate limit shall be twice the required occurrence limit.
- (B) **Automobile Liability**: ISO Form CA 0001 covering any auto, or if Provider has no owned autos, hired and non-owned, with limits no less than **\$1,000,000** per accident for bodily injury and property damage.
- (C) **Workers’ Compensation** insurance as required by the State of California, with Statutory Limits, and Employer’s Liability Insurance with a limit of no less than **\$1,000,000** per accident for bodily injury or disease.
- (D) **Professional Liability** (also known as Errors and Omissions) insurance appropriate to the work being performed, with limits no less than **\$1,000,000** per occurrence or claim, **\$2,000,000** aggregate per policy period of one year.

If the Provider maintains broader coverage and/or higher limits than the minimums shown above, the City of Salinas requires and shall be entitled to the broader coverage and/or higher limits maintained by the Provider. Any available insurance proceeds in excess of the specified minimum limits of insurance and coverage shall be available to the City.

OTHER INSURANCE PROVISIONS

The insurance policies are to contain, or be endorsed to contain, the following provisions:

Additional Insured Status

The City of Salinas, its officers, officials, employees, and volunteers are to be covered as additional insureds on the CGL policy with respect to liability arising out of work or operations performed by or on behalf of the Provider including materials, parts, or equipment furnished in connection with such work or operations. General liability coverage can be provided in the form of an endorsement to the Provider’s insurance (at least as broad as ISO Form CG 20 10, CG 11 85, or **both** CG 20 10, CG 20 26, CG 20 33, or CG 20 38; **and** CG 20 37 forms if later revisions used).

Primary Coverage

For any claims related to this Agreement or the project described within this Agreement, the **Provider's insurance coverage shall be primary coverage** at least as broad as ISO Form CG 20 01 04 13 as respects the City, its officers, officials, employees, and volunteers. Any insurance or self-insurance maintained by the City, its officers, officials, employees, or volunteers shall be excess of the Provider's insurance and shall not contribute with it.

Notice of Cancellation

Each insurance policy required above shall provide that coverage shall not be canceled, except with notice to the City.

Waiver of Subrogation

Provider hereby grants to City a waiver of any right to subrogation which any insurer of said Provider may acquire against the City by virtue of the payment of any loss under such insurance. Provider agrees to obtain any endorsement that may be necessary to affect this waiver of subrogation, but this provision applies regardless of whether or not the City has received a waiver of subrogation endorsement from the insurer.

The Workers' Compensation policy shall be endorsed with a waiver of subrogation in favor of the City of Salinas for all work performed by the Provider, its employees, agents, and subcontractors.

Self-Insured Retentions

Self-insured retentions must be declared by Provider to and approved by the City. At the option of the City, Provider shall provide coverage to reduce or eliminate such self-insured retentions as respects the City, its officers, officials, employees, and volunteers; or the Provider shall provide evidence satisfactory to the City guaranteeing payment of losses and related investigations, claim administrations, and defense expenses. The policy language shall provide, or be endorsed to provide, that the self-insured retention may be satisfied by either the named insured or City.

Acceptability of Insurers

Insurance is to be placed with insurers with a current A.M. Best's rating of no less than A:VII, unless otherwise acceptable to the City.

Claims Made Policies

If any of the required policies provide coverage on a claims-made basis:

1. The Retroactive Date must be shown and must be before the date of this Agreement or the beginning of Agreement work.
2. Insurance must be maintained, and evidence of insurance must be provided ***for at least five (5) years after completion of the Agreement of work.***
3. If coverage is canceled or non-renewed, and not ***replaced with another claims-made policy form with a Retroactive Date*** prior to the Agreement effective date, the Provider must purchase "extended reporting" coverage for a minimum of ***five (5) years*** after completion of Agreement work.
4. A copy of the claims reporting requirements must be submitted to the City for review.

Verification of Coverage

Provider shall furnish the City with original certificates and amendatory endorsements or copies of the applicable insurance language effecting coverage required by this Agreement. All certificates and endorsements are to be received and approved by the City before work commences. However, failure to obtain the required documents prior to the work beginning shall not waive the Provider's obligation to provide them. The City reserves the right to require complete, certified copies of all required insurance policies, including endorsements required by these specifications, at any time.

Subcontractors

Provider shall require and verify that all sub-Providers and/or subcontractors maintain insurance meeting all the requirements stated herein, and Provider shall ensure that Entity is an additional insured on insurance required from such sub-Providers and/or subcontractors.

Special Risks or Circumstances

City reserves the right to modify these requirements, including limits, based on the nature of the risk, prior experience, insurer, coverage, or other special circumstances.

Maintenance of Insurance

Maintenance of insurance by Provider as specified shall in no way be interpreted as relieving Provider of its indemnification obligations or any responsibility whatsoever and the Provider may carry, at its own expense, such additional insurance as it deems necessary.

Exhibit B- Scope of Service

The scope of services required by the City includes, but may not be limited to, the following:

1. Preplacement medical examinations for prospective City employees, including examinations related to Peace Officer Standards and Training criteria, with timely examination results to City personnel.
2. Fitness for duty examinations, functional capacity evaluations, and CalPERS Industrial Disability Retirement evaluations.
3. Occupational medical exams of City employees relating to workplace injuries and illnesses. Services provided shall be billed according to the State of California Department of Industrial Relations Official Medical Fee Schedule.
4. Medical surveillance examinations for City employees using criteria established by the City, in addition to other exposure information, with timely examination results to City personnel.
5. Rabies vaccinations and Titer checks.
6. Hepatitis A and B vaccinations.
7. COVID 19 vaccinations.
8. Department of Motor Vehicle medical examinations for commercial drivers.
9. Drug and alcohol testing.
10. Physicals related to Fire Department and Hazardous Materials occupations.
11. Respirator fit tests.
12. Occasional on-site services such as spirometry, respiratory clearance, fit testing, flu shots vaccinations, health related trainings and others as deemed necessary or requested by the City.
13. Maintenance of complete and confidential occupational medical records for the required periods, based on applicable California regulations and the City's needs.
14. Occupational medical guidance to City staff on an as-needed basis regarding occupational medical examinations.
15. Other services as may be required by the City.

Provider shall perform the services contemplated in this agreement at the services levels set forth herein:

1. Post-offer pre-employment physical examination and medical surveillance examination results shall be communicated the City in writing within three (3) business days of the examination.
2. In the event a specialist is necessary to evaluate a particular condition identified in a post-offer pre-employment physical examination, Provider shall facilitate referral to a competent specialist, shall review the results of such specialist's examination, and shall provide the City with a determination as to the extent and the effect of such condition on the applicant's ability to perform the essential functions of the position.
3. Provider will incorporate into its post-offer pre-employment physicals and occupational medical examinations the job descriptions provided by the City.
4. Provider will routinely review established protocols for physical examinations and work with City staff to incorporate modifications thereto as needed to ensure examinations reflect the nature of the job.
5. Provider and its staff will respond to inquiries from the City, its staff, and its third-party claims administrators as soon as possible, but in no event later than one (1) business day following such an inquiry.
6. Changes to the hours of operation, medical service providers, internal processes, or procedures will be communicated to the City of Salinas at least ten (10) business days prior to the effective date of such change.
7. Provider shall provide necessary training to its employees to ensure they have an understanding of the City's protocols for treatment and adhere to established procedures if clarification is necessary.
8. When possible, occupational medical examinations shall be conducted by a licensed medical doctor. Every effort will be made to ensure that an injured worker sees a medical doctor on the first visit. In the event that an injured worker requests to be treated solely by a medical doctor, Provider will meet this request.
9. Provider will report the results of occupational medical examinations to the City's third-party claims administrator according to Workers' Compensation guidelines established by the state of California.
10. Provider will participate on a quarterly, or as-needed, basis in chart reviews with City staff and include a medical provider who can address treatment issues or concerns.
11. Provider shall at all times comply with federal, state, and local laws, rules, and regulations related to the confidentiality of medical records and medical information including, but not limited to the Health Insurance Portability and Accountability Act (HIPAA) as the same may be amended from time to time.

Exhibit C – Schedule of Fees

A. Workers' Compensation – All services pertaining to work-related injuries will be billed at the California OMFS (official medical fee schedule).

B. Occupational Medicine – Services will be billed according to the schedule below

Service	Fee
Physical Examinations	
Preplacement Physical Exam	\$85
Fit for Duty/Return to Work Exam	\$95
DOT Physical	\$100
Fire Department Physical	
Hazmat Physical	\$110
Back Evaluation	\$55
Drug Screening and Toxicology	
Drug Test – 5 Panel – No THC	\$60
Drug Test – 6 Panel – With THC	
Drug Test – 10 Panel	\$93
Drug Test – 5 Panel - Federal	\$66
Urine Collection – DOT	\$30
Breath Alcohol Test	\$48
X-Rays	
Chest X-Ray	\$85
Lumbar X-Ray 4/5 views	\$160
Medical Surveillance	
Flu Vaccine	\$35
Covid Vaccine	\$250
COVID Test – PCR	\$200
TB Skin Test	\$40
Tdap Vaccine	\$120
Hepatitis A Vaccine	
Hepatitis B Vaccine each (3 per series)	\$120
Hepatitis Titer	\$55
MMR Vaccine each (2 per series)	\$175
MMR Titer	\$100
Rabies Vaccine	\$775
Rabies Titer	\$215
Audiometry	\$50
Vision Testing	
Urine Dipstick	
Venipuncture	

Service	Fee
Medical Surveillance (cont.)	
Comprehensive Metabolic Panel	\$30
Lipid Panel	\$60
CBC Differential	\$40
EKG	\$70
OSHA Respirator Questionnaire	\$30
Pulmonary Function Test	\$75
Respirator Fit Test	