



AGENDA STAFF REPORT

Control: 26001027

MEETING DATE: 09/29/2026
LEGAL ENTITY TAKING ACTION: Board of Supervisors
BOARD OF SUPERVISORS DISTRICT(S): All Districts
SUBMITTING AGENCY/DEPARTMENT: Health Care Agency
DEPARTMENT CONTACT PERSON(S): Veronica Kelley, 714-834-7024
Mindy Winterswyk, 714-834-5052

SUBJECT: Renewal of Contract for Employee Health Software Solution System

CEO CONCUR	COUNTY COUNSEL REVIEW	CLERK OF THE BOARD
Concur	Approve agreement to form	DISCUSSION 3 Votes Board Majority

Budgeted: Yes	Current Year Cost: \$127,513	Annual Cost: FY 2027-28 \$161,068 FY 2028-29 \$33,556
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Staffing Impact: No	Funding Source: See Financial Impact	Sole Source: Yes
Current Fiscal Year	Section	County Audit in Last 3
Revenue: N/A		years: No
Levine Act Review		
Completed Yes		

Prior Board Action: 11/28/2023 #13

RECOMMENDED ACTION(S):

1. Approve Amendment No. 1 to renew the contract with Cority Software Inc. for provision of Employee Health Software Solution System for the term of January 1, 2027, through December 31, 2028, for an amount not to exceed \$322,137, for a revised cumulative contract total amount not to exceed \$700,880.
2. Authorize the County Procurement Officer or Deputized designee to execute the Amendment with Cority Software Inc., as referenced in the Recommended Action above.

SUMMARY:

Approval of Amendment No. 1 to renew the contract with Cority Software Inc. will continue licensing and use of the software application for routine technical support required for the County Employee Health Software system, which provides Employee Health Services and Human Resources recruitment with a systems management tool to accurately and efficiently process the medical clearance for job applicants, and for record keeping and documentation of occupational health services.

BACKGROUND INFORMATION:

The Health Care Agency (HCA) Employee Health Services (EHS) provides occupational health services for all County of Orange (County) departments as well as for some special districts. The services provided by EHS include pre-employment physical examinations, vision and hearing tests, grip strength and bodyfat testing, pulmonary function testing, respiratory fit testing, occupational health consultation for County departments, regulatory/surveillance examinations, fitness for duty evaluations, immunizations, tuberculosis screening, airborne transmissible disease exposures, and blood-borne pathogen exposures. Occupational Health Services are provided to employees, volunteers, interns, candidates and Professional Services Contractors (PSC) at the EHS clinic and locations throughout Orange County through mobile EHS services and vendor clinics. Administrative responsibilities include authorization of services, results validation, quality assurance and billing reconciliation for services rendered by EHS staff and contracted vendors. Detailed financial reports are developed and revised pursuant to individual requests from Departments, Finance, and the Orange County Auditor Controller.

On November 28, 2023, the Honorable Board of Supervisors (Board) approved the selection of and contract with Cority Software Inc. (Cority) for a three-year term, in an amount not to exceed \$378,743, renewable for two additional one-year terms. This software solution allows each department's human resources (HR) recruitment team to track progress on new hire pre-placement, as well as request Tuberculosis testing, Flu vaccine when required, and other applicable class participation clearances for law enforcement personnel and provides a platform for HR and EHS real-time collaboration and record keeping.

The Employee Health Software Solution system provides applicants and County employees with secure access to required questionnaires, medical document submission, EHS communications, and appointment scheduling throughout their clearance and surveillance processes.

The system provides the means to streamline and track mitigation efforts that protect employees and the public from disease outbreaks and ensures the response to workplace communicable diseases and occupational health exposures is completed in its entirety, meeting the County's regulatory health and safety obligations to employees, and employer records requirements.

Approval of Amendment No.1 will continue use of the software application and include licenses, routine technical support, software maintenance services, and professional services for ongoing software customization to match evolving functional and regulatory compliance needs, project management and training to Information Technology (IT) and EHS staff.

The Contract is a sole source Contract as Cority is the only vendor that can provide the licenses to this proprietary system, as well as the required support and maintenance and related services. HCA leveraged pricing from a non-competitively awarded Federal General Services Administration Multiple Award Schedule negotiated by the federal government to generate cost savings to the County for the use of the licenses and services in the contract. Orange County IT is in concurrence with this Contract.

The Orange County Preference Policy is not applicable to this contract renewal.

The Contractor's performance has been confirmed as satisfactory. HCA has verified there are no concerns that must be addressed with respect to Contractor's ownership/name, litigation status or conflicts with County interests.

This contract does not currently include subcontractors or pass through to other providers. See Attachment B for Contract Summary Form.

HCA requests that the Board authorize the County Procurement Officer or Deputized designee to execute Amendment No. 1 with Cority Software Inc., as referenced in the Recommended Actions.

FINANCIAL IMPACT:

Appropriations for this Contract are included in Budget Control 042 FY 2026-27 Budget and will be included in the budgeting process for future years.

Funding Source:

- General Fund: 1%
- State: 11%
- Federal: 2%
- Fees/Other: 86%

The funding percentages above include an aggregate of funding sources within multiple HCA programs and the cost application to county departments and agencies anticipated to utilize EHS.

The Contract includes provisions allowing HCA to terminate the Contract, reduce the level of services, and/or renegotiate the levels of services provided, as necessary. This includes a notice that allows HCA adequate time to transition or terminate services to clients, if necessary.

STAFFING IMPACT:

N/A

REVIEWING AGENCIES/DEPARTMENTS:

N/A

ATTACHMENTS:

Attachment A – Amendment No. 1 to Contract No. MA-042-24010451 with Cority Software Inc.

Attachment B - Contract Summary Form