



Agenda Item No. (7)

To: Finance-Auditing Committee/Committee of the Whole
Meeting of June 25, 2026

From: Kelli Vitale, Director of Risk Management and Safety
Kellee J. Hopper, Deputy General Manager, Administration and Development
Denis J. Mulligan, General Manager

Subject: **APPROVE AWARD OF CONTRACT NO. 2026-D-020, THIRD PARTY WORKERS' COMPENSATION, CLAIMS ADMINISTRATION AND ANCILLARY SERVICES, TO ATHENS ADMINISTRATORS**

Recommendation

The Finance-Auditing Committee recommends that the Board of Directors approve award of Contract No. 2026-D-020, *Third Party Workers' Compensation, Claims Administration and Ancillary Services*, to Athens Administrators, Concord, CA, for program administration and ancillary support services for medical case management, utilization review, medical provider network, and bill review services in an amount not to exceed \$1,890,378, for a three-year base term, effective July 1, 2026, with two one-year options to be exercised at the General Manager's discretion in an amount not to exceed \$649,029 for the fourth year and \$649,029 for the fifth year.

This matter will be presented to the Board of Directors at its June 26, 2026, meeting for appropriate action.

Summary

The third-party administration of workers' compensation claims is a necessary function of employers in California. Workers' Compensation benefits are an exclusive remedy in California and as a self-insured employer, the Golden Gate Bridge, Highway and Transportation District (District) must select and hire an administrator to provide those benefits to our employees.

On March 1, 2026, the District issued Request for Proposals (RFP) No. 2026-D-020, Third Party Workers' Compensation, Claims Administration and Ancillary Services, to seek proposals from qualified firms to provide the following services:

- California Workers' Compensation Claims Administration
- California Workers' Compensation Utilization Review Process
- California Workers' Compensation Bill Review Services

The RFP was advertised and posted on the District's Procurement Portal. Notifications were sent to all registered firms that selected the relevant North American Industry Classification System

codes. Proposals were received from the following firms by the submission deadline date of April 8, 2026:

1. Athens Administrators, Concord, CA
2. Innovative Claim Solutions, San Ramon, CA
3. Innovative Claims Strategies, Piscataway, NJ
4. Pegasus Risk Management, Modesto, CA
5. TRISTAR Risk Management, Long Beach, CA

A Selection Committee comprised of District staff reviewed and evaluated each proposal based upon the following criteria that was specified in the RFP:

- Qualifications and Experience – 40 points
- Approach to the Scope of Services – 45 points
- Cost Proposal – 15 points

After considering the written proposals, the Selection Committee has determined Athens Administrators to be the highest rated firm. The selection was based on retention history, experience, bundled flat rate and familiarity with all of our varied components that include Maritime, Alternative Dispute Resolution, and Union specialties.

Staff, District’s Attorney, and the Manager of SBE Compliance Programs reviewed the proposals and found the selected firm submitted all required documents, provided appropriate insurance coverages, and included all requested information deeming them technically responsive to the specifications.

A small business goal was not established for this contract. However, proposers were encouraged to obtain small business participation. Athens Administrators has identified one small business that may be used during the performance of these services.

Fiscal Impact

The total cost for the *Third Party Administrator for Workers’ Compensation Claims and Ancillary Services* for a three-year base term and two one-year option terms will not exceed \$1,890,378. Sufficient funds for the FY 26/27 cost are available in the District Division Operating Budget. Requisite funds for the remainder of the Contract will be included in subsequent fiscal year Budgets.

Firm		Year 1	Year 2	Year 3	Opt 1	Opt 2	Total
Athens Administrators	TPA	\$ 420,126.00	\$ 420,126.00	\$ 420,126.00	\$ 432,729.00	\$ 432,729.00	\$ 2,125,836.00
	Bill Review	\$ 97,000.00	\$ 97,000.00	\$ 97,000.00	\$ 99,910.00	\$ 99,910.00	\$ 490,820.00
	UR	\$ 113,000.00	\$ 113,000.00	\$ 113,000.00	\$ 116,390.00	\$ 116,390.00	\$ 571,780.00
	subtotal	\$ 630,126.00	\$ 630,126.00	\$ 630,126.00	\$ 649,029.00	\$ 649,029.00	
	Total		\$1,890,378.00		\$ 649,029.00	\$ 649,029.00	\$3,188,436.00