



May 23, 2025

To Whom It May Concern:

**Subject:** Expression of Interest – Outsourcing of Medical Services

Please find attached the submitted questions and answers for the subject EOI.

Thank you for your interest in the Authority.

Sincerely,

A handwritten signature in black ink that reads "James Coombs".

James Coombs  
Director, Contract Administration  
SEPTA's Procurement and Supply Chain Management

Q1. Are you able to share the historical trends for the number of pre-employment exams over each of the last 3 to 5 years? Similarly, how frequent are the drug and alcohol testing conducted ? is there a minimum number of tests that are random over a specified period ?

Numbers of physical exams performed are as follows:

- 2022: 1447
- 2023: 1682
- 2024: 1823
- D&A testing is conducted 24 hours a day, 7 days a week.
- Minimum random testing requirements are as follows:
  - FTA: 50% of the random pool (number subject to change based on the number of employees in the pool)
    - 2024: Performed over 2,600 tests for drug and alcohol
  - FRA: 25% of the random pool (subject to change based on the number of employees in the pool)
    - 2024: Performed 400 tests for drug and alcohol
  - Mech: 50% of the random pool (subject to change)
    - 2024: Performed 143 for drug and alcohol
  - MOW: 25% of the random pool (subject to change)
    - 2024: Performed 132 for drug and alcohol
  - SEPTA (non DOT): 25% of the random pool (subject to change)
    - 2024: 561 for drug and alcohol

Q2. What is the typical cycle of the periodical exams? Are these scheduled based on Manager referral or determined by age or other ?

- The typical cycle is based off of an employee's birth quarter; performed every three years
- These exams are only for FRA

Q3. Would all work be performed in the Philadelphia metro area or will the exams and testing, etc. be conducted within the primary SEPTA station in Center City?

- We are open to testing being done either at our downtown location (1234 Market Street) or at offsite locations

Q4. Rather than an employee receiving their exams within SEPTA facilities, would you consider a Clinic model where worker comes in-person to a contractor's clinic?

- Yes

Q5. In instances where there are many exams required within a short timeline, would you be interested in an Event model where we do many exams over one day or sequence of days in a single location? If you use hiring events, this model may be useful for pre-employment exams and testing.

- Yes

Q6. When outsourcing these medical services, have you determined who maintains the health records ? SEPTA, DOT, contractor?

- No, we have not determined who maintains the records.

Q7. Will you have a requirement for a technical solution, such as an Electronic Medical Record (EMR) or does SEPTA prefer a Fillable PDF?

- Yes- an ERM with API integration in HR systems and downstream systems

Q8. Please define what services you are looking for regarding injury management.

- We are seeking a comprehensive suite of injury management services to support our employees in the event of work-related or incidental injuries.

Q9. Would post injury fit for duties be a service you are interested in?

- Yes