RESOLUTION - ACTION REQUESTED 2020-423

MEETING: July 21, 2020

TO: The Board of Supervisors

FROM: Carl Crown, Interim Human Resources Director

RE: Approve the County’s Continued Participation in the Employee Assistance Program

RECOMMENDATION AND JUSTIFICATION:
Approve the County’s Continued Participation in the Employee Assistance Program (EAP) Provided by the California State Association of Counties Excess Insurance Authority (CSAC-EIA) through Its Agreement with the EAP Provider Managed Health Network (MHN) for the Period of July 1, 2020 through June 30, 2023 in an Amount Not to Exceed $26,800 Over the Three-Year Period; and Authorize the Interim Human Resources Director to Sign the EIA EAP Program Renewal Confirmation.

Services that eligible County employees and their dependents may access 24 hours a day, seven days a week include problem-solving support for relationship issues, stress, grief, traumatic events, and drug and alcohol use; assistance with childcare and eldercare, financial and legal concerns, identity theft recovery, and daily living, as well as available health and wellness resources. Privacy laws ensure that all services are completely confidential between the professional and the employee or dependent.

According to the MHN Utilization Report during the period of July 2018 through July 2019, the County’s call activity was at 11% with the MHN EAP Norm at 8%; the EAP Case Activity was at 5% with the Norm at 4%. Survey results during this period revealed a 91% overall experience rating as good and above. In the past MHN has also provided critical support services to employees through the EAP following the Detwiler and Ferguson Fire disasters, and extended those services to include volunteer firefighters, who are not normally covered under this program.

The annual cost to the County for EAP services has not increased from previous years, and remains based on the formula of $1.81 per eligible employee per month, which reflects a 5% decrease to the County’s renewal rate effective July 1, 2018, and the reduced rate is guaranteed for five years.

BACKGROUND AND HISTORY OF BOARD ACTIONS:
The Board of Supervisors approved the County’s participation in the EAP for a one-year term on June 2, 2015, and the Board approved continued participation for a two-year term on May 24, 2016, and another two-year term on May 22, 2018.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:
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1) Do not approve continued participation in the current EAP and have employees rely on their medical insurance provider for counseling and other services that are offered through the EAP.
2) Search for another EAP vendor. By utilizing the power of “volume purchasing” that comes as part of the County’s affiliation with the CSAC-EIA, it would be very difficult to match or better the services and cost of the current EAP.

FINANCIAL IMPACT:
Funding for this program is budgeted in the General Insurance fund with the costs allocated to each department based on a specific distribution formula, which is reflected in the Insurance line item in individual budgets.

ATTACHMENTS:
CSAC EIA_MASTER_MHN EAP_7-1-2018 to 6-30-2023 (PDF)
EIA EAP Renewal Confirmation (PDF)

RESULT: ADOPTED BY CONSENT VOTE [UNANIMOUS]
MOVER: Marshall Long, District III Supervisor
SECONDER: Merlin Jones, District II Supervisor
AYES: Smallcombe, Jones, Long, Cann, Menetrey