



# MARIPOSA COUNTY

Human Resources/Risk Management • (209) 966-3222



## RESOLUTION - ACTION REQUESTED 2018-235

MEETING: May 22, 2018

TO: The Board of Supervisors

FROM: Steve Dahlem, County Counsel - Interim Human Resources Director

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

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### 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 June 3, 2018 through June 30, 2020, in the amount of \$17,865 over the two-year period; and Authorize the Interim Human Resources Director/Risk Manager 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 2016 through July 2017, the County's call activity was up to 13% from the previous year's 10.61% with the MHN EAP Norm at 8%; the EAP Case Activity was up to 5% from 3.71% with the Norm at 4%. Survey results during this period revealed a 92% overall experience rating as good and above. It should also be noted that MHN provided critical support services to employees through the EAP following last year's Detwiler Fire disaster.

The annual cost to the County for EAP services is 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.

### ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

- 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

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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:**

**MHN Agreement\_CSAC-EIA\_7.1.07 (PDF)**

**EIA EAP Program Renewal Confirmation (PDF)**

**RESULT: ADOPTED BY CONSENT VOTE [UNANIMOUS]**

**MOVER:** Merlin Jones, District II Supervisor

**SECONDER:** Miles Menetrey, District V Supervisor

**AYES:** Rosemarie Smallcombe, Merlin Jones, Marshall Long, Miles Menetrey

**EXCUSED:** Kevin Cann



**EIA EAP Program Renewal Confirmation**  
County of Mariposa

Option A: Renewing with no plan changes

Option B: We would like to confirm our renewal with the following plan changes.  
(write changes requested below)

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Signature: Steven W. Dahlem

Printed Name: STEVEN W. DAHLEM, INTERIM HR DIRECTOR/RISK MGR.

Date: 6-23-17

Please send your confirmation to Alliant Insurance Services by May 4, 2018.

Attention to: Asia Prudholme  
Email: Asia.Prudholme@alliant.com