



MARIPOSA COUNTY

Human Resources/Risk Management • (209) 742-1379



RESOLUTION - ACTION REQUESTED 2016-258

MEETING: May 24, 2016

TO: The Board of Supervisors

FROM: Steve Johnson, Human Resources Director - Risk Manager

RE: Approve the Employee Assistance Program

RECOMMENDATION AND JUSTIFICATION:

Approve the County's Continued Participation in the Employee Assistance Program (EAP) for the Period of June 3, 2016 through June 2, 2018, Provided by the California State Association of Counties Excess Insurance Authority (CSAC-EIA) through Its Contract with the EAP Provider Managed Health Network ("MHN"), in the Amount of \$17,966.40 Over the Two Year Time Period.

Please see the attached staff report for additional information.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

The County's Board of Supervisors approved a one-year agreement in June of last year with EAP provider MHN.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

- 1) Do not approve the current contract with MHN and have employees rely on their Medical Insurance provider to provide counseling and other services that are offered through an EAP. This alternative would not provide the County with the ability to make management referrals that utilize the traumatic incident response provisions or offer the associated EAP training tools.
- 2) Look to utilize another EAP vendor. By utilizing the power of "volume purchasing" that comes as part of the County's affiliation with CSAC-EIA, it will be very difficult to match or better the services and cost of the existing 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 the Insurance line item in individual budgets.

ATTACHMENTS:

**Board of Supervisors EAP Recommendation Staff Report 05 2016_2 (RTF)
MHN Agreement_CSAC-EIA_7.1.07 (PDF)**

CAO RECOMMENDATION

Requested Action Recommended

Mary Hodson
Mary Hodson, CAO 5/18/2016

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