



**Contra  
Costa  
County**

To: Board of Supervisors  
From: Ann Elliott, Interim Human Resources Director  
Date: January 5, 2021

Subject: Contract Extension of ASA with Magellan Healthcare, Inc. to provide County Employees access to the Employee Assistance Program

**RECOMMENDATION(S):**

APPROVE and AUTHORIZE the Human Resources Director, or designee, to execute a contract amendment with Magellan Healthcare, Inc., including modified indemnification language, to extend the term from February 1, 2021 through January 31, 2022, and increase the payment limit by \$134,000 to a new payment limit of \$564,000.

**FISCAL IMPACT:**

The administration costs for the Employee Assistance Program are fully funded through the Worker's Compensation Internal Service Fund.

**BACKGROUND:**

Magellan is the County's current Employee Assistance Program (EAP) provider and is licensed to provide such services in accordance with the Knox-Keene Act. Under the contract extension, Magellan's competitive pricing is locked in for an additional two years.

As the County's EAP provider, Magellan provides mental health services such as counseling and therapy to employees and their families. The company has 48 years of industry experience and long-term, stable subcontract relationships with Work/Life and

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **01/05/2021** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

**VOTE OF SUPERVISORS**

AYE: John Gioia, District I Supervisor  
Candace Andersen, District II Supervisor  
Diane Burgis, District III Supervisor  
Karen Mitchoff, District IV Supervisor  
Federal D. Glover, District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: January 5, 2021

Monica Nino, County Administrator and Clerk of the Board of Supervisors

By: June McHuen, Deputy

Contact: Ann Elliot  
925-655-2176

cc:

Legal service providers.

### BACKGROUND: (CONT'D)

Magellan provides 24/7 personal telephonic consultation services and up to six counseling or therapy sessions per problem for employees and their families. Calls to its 800 number are answered live by master's-level EAP clinicians. Additional services included under the Agreement include: 1) Work/Life Services which include assessment and referral for services such as child care, elder care, and adoption services in addition to personal convenience services such as home or auto repair and pet care; 2) Legal and Financial Consultation Services, including a free initial consultation and discounts on participating legal or financial providers; 3) Management Consultation for employee referrals to EAP; Critical Incident Stress Management services; 5) Wellness seminars and training specifically to assist supervisors in utilizing the EAP; and 6) Full access to the Magellan website which include Computerized Cognitive Behavioral Therapy modules, interactive self-improvement programs and self-assessment tools, health and fitness tools, and other employee resources.

### CONSEQUENCE OF NEGATIVE ACTION:

If this extension is not approved, the County will be unable to offer the Employee Assistance Program and employees will not have access to the services provided by Magellan Healthcare, Inc.