



**Contra
Costa
County**

To: Board of Supervisors
From: Ann Elliott, Human Resources Director
Date: January 17, 2023

Subject: Contract with Magellan Healthcare, Inc. and Magellan Health Services of California, Inc. for Employee Assistance Program

RECOMMENDATION(S):

APPROVE and AUTHORIZE the Human Resources Director, or designee, to execute a contract with Magellan Healthcare, Inc. and Magellan Health Services of California, Inc. (collectively "Magellan"), in an amount not to exceed \$420,000 to provide the County's employee assistance program for the period of February 1, 2023 through December 31, 2025, with two optional one-year renewals, subject to approval by the County Administrator and approval as to form by County Counsel.

FISCAL IMPACT:

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

BACKGROUND:

A Request for Proposals (RFP) for the County's Employee Assistance Program (EAP) was issued in September 2022. Magellan Healthcare, Inc. and Magellan Health Services of California, Inc. (collectively "Magellan") were determined as the best match for the County's requirements. Magellan's EAP is licensed to provide such services in accordance with

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **01/17/2023** ☒ 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
Ken Carlson, 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 17, 2023

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

By: Laura Cassell, Deputy

Contact: Salma Sadiq, (925)
655-2176

cc:

BACKGROUND: (CONT'D)

the Knox-Keene Act. The company has 48 years of industry experience and long-term subcontracts with mental health, work/life, legal service providers and other services.

Magellan provides 24/7 personal telephonic consultation services. Calls to its 800 number are answered live by master's-level EAP clinicians. Services provided under the contract include: 1) mental health referrals and up to six counseling or therapy sessions per problem for employees and their families; 2) 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; 3) legal and financial consultation services, including a free initial consultation and discounts on participating legal or financial providers; 4) Education for Management staff regarding employee referrals to EAP; 5) critical incident stress management services; 6) wellness seminars and training specifically to assist supervisors in utilizing the EAP; and 7) access to the Magellan website, which includes Computerized Cognitive Behavioral Therapy modules, interactive self-improvement programs and self-assessment tools, health and fitness tools, and other employee resources.

The \$420,000 payment limit applies to the initial term of February 1, 2023 through December 31, 2025. The contract includes two optional one-year extensions thereafter. The Human Resources Director will return to the Board for approval to exercise the optional extensions and add additional funds. Additionally, the contract requires the County to indemnify Magellan in various circumstances.

CONSEQUENCE OF NEGATIVE ACTION:

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