



Agenda Date: 6/27/2006
Agenda Placement: 6HH

NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

TO: Board of Supervisors
FROM: Mark Gregersen - Director
Human Resources
REPORT BY: Caryn Fagundes, Benefits Administrator, 253-4488
SUBJECT: Amendment No. 2 to Agreement No. 6364 with Managed Health Network

RECOMMENDATION

Human Resources Director requests approval of and authorization for the Chair to sign Amendment No. 2 to Agreement No. 6364 with Managed Health Network for a monthly rate of \$3.48 per employee per month for the term July 1, 2006 through June 30, 2008 for Employee Assistance Program (EAP) services.

EXECUTIVE SUMMARY

The County of Napa contracts with Managed Health Network to provide a number of employee assistance services. Effective July 1, 2006, the monthly fees are decreasing. The fees will be going from \$4.29 per employee per month to \$3.48 per employee per month. This rate decrease equates to approximately a \$13,000 annual savings.

FISCAL IMPACT

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	Yes
Where is it budgeted?	Human Resources
Is it Mandatory or Discretionary?	Mandatory
Is the general fund affected?	Yes
Future fiscal impact:	The EAP program is an on-going program and will be budgeted accordingly in future fiscal years.
Consequences if not approved:	If not approved the County would not realize available cost savings.

Additional Information:

ENVIRONMENTAL IMPACT

ENVIRONMENTAL DETERMINATION: The proposed action is not a project as defined by 14 California Code of Regulations 15378 (State CEQA Guidelines) and therefore CEQA is not applicable.

BACKGROUND AND DISCUSSION

The Managed Health Network employee assistance program provides counseling sessions to employee and eligible family members. The types of counseling services available are: legal concerns, financial issues, child and elder care assistance, federal tax consultation, preretirement planning, telephone and face to face counseling sessions and personal assistance services. In addition, other services provided under the contract are: management referral counseling, training sessions and critical incident debriefing.

As a result of obtaining competitive rates from several EAP carriers, the County was able to negotiate a rate decrease and a 2 year rate guarantee with our current EAP carrier, MHN. Effective July 1, 2006, the rates will be decreasing from \$4.29 per employee per month to \$3.48 per employee per month. The proposed monthly rate of \$3.48 per employee reflects a \$0.81 per employee per month savings to the County which equates to approximately a \$13,000 annual savings.

SUPPORTING DOCUMENTS

None

CEO Recommendation: Approve

Reviewed By: Karen Gratton