



Agenda Date: 9/13/2005  
Agenda Placement: 6FF

## NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

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**TO:** Board of Supervisors  
**FROM:** Caryn Fagundes for Britt Ferguson - Acting Director  
Human Resources  
**REPORT BY:** Caryn Fagundes, Benefits Administrator, 253-4488  
**SUBJECT:** Managed Health Network agreement

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### **RECOMMENDATION**

County Executive Officer requests approval of and authorization for the Chair to sign Amendment No. 1 to Agreement No. 6364 with Managed Health Network for a monthly rate of \$4.29 per employee per month for the term July 1, 2005 through June 30, 2006 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, 2005, the monthly fees are increasing. The fees will be going from \$4.05 per employee per month to \$4.29 per employee per month.

### **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 be able to provide EAP services, which are provided pursuant to the County's collective bargaining agreements.

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.

Effective July 1, 2005, the rates will be increasing from \$4.05 per employee per month to \$4.29 per employee per month. The delay in bringing this amendment before the Board was due to administrative delays related to clarifying definitions, covered services, and other issues with the contractor. The proposed monthly rate of \$4.29 per employee reflects a 6% increase. In an effort to keep annual rate increases to a minimum the County entered into a pooled rating system in July 2003. As a result the County has experienced a reduction in the rate of annual premium increases for its EAP.

### **SUPPORTING DOCUMENTS**

None

CEO Recommendation: Approve

Reviewed By: Helene Franchi