



County of Nevada
Department of Human Resources

Eric Rood Administrative Center
950 Maidu Avenue
Nevada City, CA 95959
Ph: 530-265-7010 Fx: 530-265-9841
Email: Human.resources@nevadacountyca.gov
www.nevadacountyca.gov

NEVADA COUNTY BOARD OF SUPERVISORS
Board Agenda Memo

MEETING DATE: May 19, 2026

TO: Board of Supervisors

FROM: Wendy Brodnick, Director of Human Resources

SUBJECT: Resolution approving Amendment No. 2 to the Administrative Services Agreement between the County of Nevada and Optum to provide Employee Assistance Program benefits to eligible County employees and their dependents extending the Agreement for another one-year term for the period of July 1, 2026 through June 30, 2027, amending the contract rate, authorizing the Chair of the Board of Supervisors to execute the Amendment, and granting the Human Resources Director authority to execute the necessary renewal documents.

RECOMMENDATION: Approve the resolution.

FUNDING: Funding for the Employee Assistance Plan (EAP) is included within the department's annual budgets. Benefits are to be collected and expensed through the payroll clearing fund.

BACKGROUND:

The Board of Supervisors approved Resolution 20-309 on July 14, 2020 whereby the County entered into an agreement with Optum Employee Assistance Program (EAP) services at the rate of \$2.14 per employee per month, for a three-year term of July 1, 2021 through June 30, 2023, which included a bank of 20 hours to be used for additional on-site supportive services.

Furthermore, the Board of Supervisors approved Resolution 23-463 on August 22, 2023 as Amendment No. 1. The renewal contract period was adjusted to reflect the removal of the fee for the bank of 20 hours resulting in an 8.3% decrease from \$2.17 per employee/per month to a new rate of \$1.77 per employee/per month for a new three-year term of July 1, 2024 through June 30, 2026.

Optum has agreed to continue to provide EAP services for another one-year period at the rate of \$2.21 per employee per month, which reflects an increase of 25%, effective July 1, 2026 through

June 30, 2027. Due to this rate increase the County will go through a formal procurement process to request quotes from the broader market to ensure fair market pricing for comparable services.

Your consideration of this matter is appreciated.

Submitted by: Wendy Brodnick, Director of Human Resources

Submittal Date: May 4, 2026