

# COUNTY OF NEVADA

## DEPARTMENT OF HUMAN RESOURCES

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### NEVADA COUNTY BOARD OF SUPERVISORS

#### Board Agenda Memo

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**MEETING DATE:** July 14, 2020

**TO:** Board of Supervisors

**FROM:** Steven Rose, Director of Human Resources

**SUBJECT:** Resolution approving a personal services contract between the County of Nevada and Optum to provide employee assistance program benefits to eligible county employees and their dependents for the period July 1, 2020 through June 30, 2023, authorizing the Chair of the Board of Supervisors to execute the Agreement, and granting the Human Resources Director the authority to execute annual renewal documents during the term of the Agreement

**RECOMMENDATION:** Approve the attached contract and resolution

**FUNDING:** Funding for the Employee Assistance Plan (EAP) is contained within the department's annual budgets

**BACKGROUND:**

Over the course of the last nine months, the Human Resources Department conducted in-depth market research and interviews with six different benefits brokers, including Keenan and Associates, to explore welfare plan brokerage services on behalf of the County, including EAP services. The research conducted revealed that there were additional services available at a cost savings to the County, including improved employee assistance benefits.

As our new benefit broker, Keenan and Associates solicited requests for proposals for employee assistance services and received nine responses, including the current vendor. After a thorough review, the County selected Optum as the new EAP provider. Optum offers employees and their families 5 visits per incident counseling appointments (an increase from the two currently available with MHN), while also increasing local providers and providing 24/7 services to our employees. Optum will also provide a service called WorkLife, which is geared towards assisting employees with online services, including child/parenting support, adult/elder care/life learning support, and chronic conditions support, which are also available 24/7. Optum will also provide critical incident response services, an EAP network of 150,000 licensed providers, management consultation and referral services, employee training and identity theft and fraud resolution services.

Optum will provide an enhanced website and services to our employees while reducing the cost to the County by a projected 41%. The rate per employee per month is \$2.14 which is a rate guaranteed for three years.

There will be no gap in service while the contract is being finalized.

Your consideration of this change is appreciated.

Respectfully submitted,

**Item Initiated and Approved by:** Steven Rose, Director of Human Resources

Submitted Date: June 16, 2020