THE CITY OF ASHEVILLE

Staff Report

Council Meeting Date: June 28, 2022

Subject: Contract amendment to extend the term of the contract for the employee assistance program.

Staff Resource(s): Shannon Barrett, Human Resources Director

Action Requested: Adoption of a contract amendment to extend the term of the McLaughlin Young Group contract for the provision of the employee assistance program for up to three months.

Background:

- McLaughlin Young Group (MYgroup) serves as the City of Asheville employee assistance network providing employees with an Employee Assistance Program (EAP).
- EAP services include, but are not limited to, assistance with emotional, family, marital, alcohol, drug, financial, legal, and other personal issues.
- City of Asheville employees and their families have access to network resources at no cost.
- Assistance is available twenty-four hours a day, seven days a week. MYgroup offers face-to-face, video, and telephonic counseling sessions.
- Licensed clinicians take all calls for assistance and can provide in-the-moment support.
- In 2021, the City increased access to behavioral health support to Public Safety employees to maintain the health and well-being of these employees.
- The City issued a Request for Proposals for these services.
- To ensure a thorough process, an extension of up to three months to the term of the contract is requested.

Vendor Outreach Efforts:

- Current vendor for the employee assistance program is McLaughlin Young Group.
- This vendor provides specialized support for employees and their families as well as public safety employees.
- Outreach efforts were performed by posting the Request for Proposals on the State's Interactive Purchasing System.

Council Goal(s):

- A thriving local economy

Pro(s):

- Continued behavioral health support for employees and their families
- Support for public safety employees dealing with trauma on a daily basis
- Known provider who specializes in supporting employees and their families

Con(s):

- None

Fiscal Impact:

- There is no direct fiscal impact to this Council action.
- The cost of three months of service is up to $6,000 and sufficient funds are available in the budget to pay for this service.

Suggested Motion:

- Motion to approve contract amendment to provide an extension of the existing contract for three months to complete a Request for Proposal process so that behavioral health support for City of Asheville employees and their families will continue without interruption.

Attachment(s)

- Resolution

RESOLUTION NO. 22-____

RESOLUTION AUTHORIZING THE CITY MANAGER TO AMEND CONTRACT WITH MCLAUGHLIN YOUNG GROUP TO INCREASE BEHAVIORAL HEALTH SERVICES PROVIDED TO CITY EMPLOYEES

WHEREAS, the City of Asheville has authority pursuant to Article 2 of Chapter 160A of the North Carolina General Statutes to enter into contracts for services with other entities; and

WHEREAS, the City has a current contract with McLaughlin Young Group to provide an employee assistance program to employees of the City of Asheville; and

WHEREAS, City staff recommends extending the term of the contract for up to three months in order to thoroughly complete the Request for Proposal process; and

WHEREAS, the monies for the contract amendment have been budgeted in the Health Care Fund budget;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ASHEVILLE THAT:

The City Manager is hereby authorized to amend the City of Asheville's current contract with McLaughlin Young Group to provide an extension to the term of the contract of up to three months and to execute any necessary change orders to said contract.

Read, approved, and adopted this the 28th of June, 2022.

_____ _____

City Clerk Mayor

Approved as to form:

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City Attorney