THE CITY OF ASHEVILLE

Staff Report

Council Meeting Date: September 14, 2021

Subject: Contract amendment to increase funding for employee assistance program.

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

Action Requested: Adoption of a contract amendment for McLaughlin Young Group for provision of the employee assistance program.

Background:

- McLaughlin Young Group (MYgroup) serves as the City of Asheville employee assistance network providing employees with an Employee Assistance Program (EAP).
- 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.
- EAP services include, but are not limited to, assistance with emotional, family, marital, alcohol, drug, financial, legal, and other personal issues.
- In 2021, the City increased access to behavioral health support to Public Safety employees to maintain the health and wellbeing of these employees who provide service to the community.

Vendor Outreach Efforts:

- Current vendor for 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 RFP 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, particularly during the ongoing COVID pandemic.
- Support for public safety employees who encounter trauma on a daily basis.
- Known provider who specializes in supporting employees and their families.

Con(s):

- None

Fiscal Impact:

- The cost of the increased contract will be $114,874.51.
- Funding will come from the existing budget in the City's Health Insurance Fund.

Suggested Motion:

- Motion to approve contract amendment to support increased behavioral health support for City of Asheville employees and their families.

Attachment(s)

- Resolution

RESOLUTION NO. 21-____

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 increasing the contract to include dedicated behavioral health services to employees of the fire and police departments; and

WHEREAS, City staff recommends the execution of an amendment to the existing contract adding these dedicated behavioral health services for with a term of one (1) year with up to two (2) one-year extensions to said contract upon mutual approval of the parties; 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 increased services to City of Asheville employees and their families at a cost of $48,600, bringing the total contract expenditure to $114,874.51 and to execute any necessary change orders to said contract.

Read, approved and adopted this 14th day of September, 2021.

_____ _____

City Clerk Mayor

Approved as to form:

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City Attorney