



Legislation Details (With Text)

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**Title:** Approve a three year Agreement with an option of three one-year extensions for Employee Assistance Program Services between the City of Fresno and Halcyon Behavioral Employee Assistance and authorize the Personnel Services Director to execute the agreement on behalf of the City

**Sponsors:** Personnel Services Department

**Indexes:**

**Code sections:**

**Attachments:** 1. 2020\_Halcyon Behavioral Corp\_Agreement.pdf

Date	Ver.	Action By	Action	Result
8/27/2020	2	City Council	approved as amended	Pass

**REPORT TO THE CITY COUNCIL**

**August 27, 2020**

**FROM:** JEFFREY CARDELL, Director  
Personnel Services Department

**BY:** DAYVONNA YOUNGBLOOD, Senior HR/Risk Analyst  
Personnel Services Department

**SUBJECT**

Approve a three year Agreement with an option of three one-year extensions for Employee Assistance Program Services between the City of Fresno and Halcyon Behavioral Employee Assistance and authorize the Personnel Services Director to execute the agreement on behalf of the City

**RECOMMENDATION**

It is recommended the City Council approve the Agreement between the City of Fresno and Halcyon Behavioral Employee Assistance from September 1, 2020 through August 31, 2023, with the option of three one-year extensions and authorize the Personnel Services Director to execute the Agreement on behalf of the City.

**EXECUTIVE SUMMARY**

In the spring of 2020, Personnel Services staff distributed a Request for Proposal (RFP) to multiple Employee Assistance Program (EAP) firms. In response to the RFP, four vendors submitted proposals. After a thorough review of the proposals, three of the four vendors were invited to interview with staff including representatives from FPOA, IAFF, City Manager’s Office and the Transportation Department. This group of employees evaluated each proposal along with the responses provided in the interview. Halcyon was selected as the firm that provided the best value to the City and is a locally owned business.

**BACKGROUND**

The City of Fresno offers counseling and other related services to its staff and eligible family members through the current employee assistance service provider, Avante Health. In the spring of 2020, a RFP for employee assistance program services was issued and distributed to multiple behavioral health services firms. Four vendors responded by the July 6, 2020 deadline. The four (4) firms that submitted responses to the RFP are:

1. Avante Behavioral Health
2. Halcyon
3. Humana
4. TalkSpace

After reviewing the proposals, Avante, Halcyon and Humana were invited to participate in an interview with panel of staff that included Jesus Cerda, FPOA, Belinda McMillan Haener, Transportation, Brandi Phebus FPOA, Aldi Dodds, City Manager’s Office, Paul Garnier, IAFF and Personnel Services staff. Through the interviews the panel was able to better understand each firm’s behavioral healthcare philosophy, access to services and the cost of the respective proposals. In addition, the panel was able to gather information which allowed them to determine which firm best met the needs of the City and its employees. The unanimous conclusion of the interview panel is that Halcyon is the firm that provides the best value to the City.

In addition to the provision of three counseling sessions, per issue, every six months for each member of the household, the model of service delivery utilized by Halcyon includes a thorough assessment conducted by a licensed behavioral health clinician with every call to implement the appropriate intervention on a 24/7 basis. The Halcyon network is bilingual and provides clinical follow up to gauge satisfaction and to assist, as needed, if referral to the medical plan is necessary. In addition to the usual employee assistance services, Halcyon provides unlimited access to web based modules and wellness coaching. Finally, Halcyon is a locally owned business with excellent references that provides access to more than five times the number of providers available with Avante.

**Summary of EAP Proposal Cost by Proposing Firm**

<b>Firm</b>	<b>Estimated Three Year Cost</b>
<b>Avante</b>	<b>\$121,480</b>

<b>Halcyon</b>	<b>\$177,745</b>
<b>Humana</b>	<b>\$184,138</b>
<b>TalkSpace</b>	<b>\$287,716</b>

### **ENVIRONMENTAL FINDINGS**

This authorization to approve a contract execution is not deemed as a “project” for the purposes of the California Environmental Quality Act, pursuant to CEQA Guidelines section 15378.

### **LOCAL PREFERENCE**

Local preference was considered because this resolution does include a bid or award of a construction or services contract.

### **FISCAL IMPACT**

The agreement with Halcyon will result in increased expenses of \$14,208 in FY 21, \$23,443 in FY 22 and \$28,558 in FY 23 beyond the FY 21 budgeted expense. The increased expenses in FY 21 will not require additional appropriations.

Attachment:

Proposed Consultant Agreement between City of Fresno and Halcyon Behavioral Corporation