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**Title:** Approve an Amendment to the Agreement between the City of Fresno and Avante Behavioral Health Employee Assistance Program

**Sponsors:** Personnel Services Department

**Indexes:**

**Code sections:**

**Attachments:** 1. Amendment to Expanded EAP Agreement, 2. Avante Agreement

Date	Ver.	Action By	Action	Result
8/21/2014	1	City Council	approved	Pass

**REPORT TO THE CITY COUNCIL**

**August 21, 2014**

**FROM:** Jeff Cardell, Director  
Personnel Services Department

**BY:** Leslie Schoener, Senior HR Analyst, Benefits  
Personnel Services Department

**SUBJECT**

Approve an Amendment to the Agreement between the City of Fresno and Avante Behavioral Health Employee Assistance Program

**RECOMMENDATION**

It is recommended that the City Council authorize the Personnel Services Director to execute an Amendment to the Agreement between the City of Fresno and Avante Behavioral Health extending the term for an additional three years and to increase the number of counseling sessions provided every six months from three (3) to four (4) at no additional cost.

**EXECUTIVE SUMMARY**

The agreement between the City and its Employee Assistance Program (EAP) provider, Avante Behavioral Health, is set to expire on August 31, 2014. The services provided under this Agreement for City employees and their family members, residing in the home, include: clinical counseling, educational workshops, management/employer support, and critical incident stress debriefing. The

original Agreement approved by Council contained an option to extend for an additional three (3) years.

## **BACKGROUND**

In June 2011, the Personnel Services Department issued a Request for Proposals (RFP) seeking proposals from experienced employee assistance program providers. Four responses were received. After analysis and review of the responses, and interviewing all four providers that submitted proposals, Avante Behavioral Health, a local licensed health care service plan, was selected. The current Agreement, which is set to expire on August 31, 2014, provides an option for an additional three (3) years to August 31, 2017. Based upon their performance, increase in the number of counseling sessions provided, and competitive pricing of services, it is recommended that Avante Behavioral Health continue as the City's EAP provider for an additional three (3) years through August 31, 2017.

## **ENVIRONMENTAL FINDINGS**

N/A

## **LOCAL PREFERENCE**

Local preference was not considered because the amendment of a contract does not include a bid or award of a construction or services contract.

## **FISCAL IMPACT**

At \$0.90 per employee per month the total cost of this agreement is not to exceed \$110,000 for the three year extension term.

Attachments: Amendment to the Agreement between the City of Fresno and Avante Behavioral Health