



## Legislation Details (With Text)

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**Title:** Modification to the Annual Cost of the City's Employee Assistance (EAP) Program Contract and Purchase Order for Clinical Psychology Associates of North Central Florida, Inc. (NB)

This item addresses the need to modify the total contract cost for the City's EAP program.

**Sponsors:**

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Date	Ver.	Action By	Action	Result
8/20/2020	1	City Commission	Approved as Recommended	

### **Modification to the Annual Cost of the City's Employee Assistance (EAP) Program Contract and Purchase Order for Clinical Psychology Associates of North Central Florida, Inc. (NB)**

This item addresses the need to modify the total contract cost for the City's EAP program.

The City of Gainesville provides Employee Assistance Programs for all of its regular employees. Over the past year the expected cost of \$80,000 included both the general employee population and two quarters for the employees covered by the Gainesville Police Department (GPD). GPD has traditionally had a separate program and their long-term provider opted out the agreement. Clinical Psychology Associates of North Central Florida agreed to provide the services until GPD selected a long term vendor. The process for the selection was expected to be complete by April 1, 2020, however the final selection was not completed until after the beginning of that quarter. This added additional costs not expected for this year. In addition to the added quarter for GPD's transition, the City requested three fit for duty evaluations that added approximately \$12,000 to our expected costs. On a positive note, the City added a continuity of care provision that allows our community builders to continue beyond the free visits without a significant increase in their costs, this provision has been very well received and its utilization is actually exceeding expectations. Under this agreement, the community builder can continue using our EAP provider and only pay a copay of \$25 instead of transferring or having to file the claim as an out of network claim. The additional utilization has doubled this year averaging about \$2,400 per month. The combined total of the additional cost are approximately \$36,000 above the expected cost, bringing the total to approximately \$110,000.

The additional funds of \$30,000 are included in the Fiscal Year 2019-2020 General Insurance Fund budget

The City Commission: 1) increasing the contract total to \$110,000 and modifying the purchase order to the same amount to accommodate the additional services provide this year and 2) Authorize the City Manager or his designee to execute an amendment to the agreement subject approval of the City Attorney as to form and legality.

