



COUNTY OF SONOMA

575 ADMINISTRATION
DRIVE, ROOM 102A
SANTA ROSA, CA 95403

SUMMARY REPORT

Agenda Date: 6/2/2026

To: Board of Supervisors

Department or Agency Name(s): Human Resources Department

Staff Name and Phone Number: Janell Crane, 707-565-2885; Cheryl Thibault - Employee Benefits Manager, 707-565-3033

Vote Requirement: Majority

Supervisory District(s): Countywide

Title:

Employee Assistance Program Agreement

Recommended Action:

Authorize the County Executive or designee to execute an agreement with Claremont EAP (dba Uprise Health) to provide an Employee Assistance Program (EAP) for County employees and their eligible dependents for a five-year term, from July 1, 2026, through June 30, 2031 for an estimated amount of \$617,000.

Executive Summary:

The Human Resources Department (HR) is responsible for management and administration of the County's health and welfare benefit programs provided to employees, retirees, and eligible dependents. The County contracts with fully insured providers and third-party administrators who provide services, specialized skills, and expertise to public and private employers nationally.

The County issued a Request for Proposal (RFP) and is requesting the Board to award Claremont EAP an agreement to provide EAP services to County employees and their eligible household members.

Discussion:

The Human Resources Department issued a widely circulated Request for Proposals (RFP) for an EAP in September 2025. A total of six proposals were received for employee assistance programs which included proposals from Integrated Behavioral Health (Claremont EAP), Lyra Health, Health Advocate Solutions, Optum,

Concern, and MCH International. The proposals were evaluated by a subcommittee of the Joint Labor Management Benefits Committee with the assistance of the County's benefits consultant, Segal Consulting. Following a thorough analysis of the data provided in the RFP proposal responses, finalist interviews were conducted, and the Joint Labor Management Benefits Committee ultimately selected Claremont EAP as they presented the most favorable proposal to meet the County's requirements and expectations, and forwarded the recommendation to the Director of Human Resources for approval.

The proposed agreement with Claremont EAP services include 50 critical incident response hours, 50 training hours, and unlimited manager consultations for County use. Employees and members of their household can meet with a mental health professional for six individual therapy sessions and six support group sessions per issue. Enhanced employee and household benefits include: digital services providing check-ins to evaluate well-being, online self-paced courses, general resources for mental health and wellness, and initial financial coaching and legal consultations with discounts for additional financial and legal sessions. Additionally, Claremont EAP specializes in trauma support for public-facing and high-risk groups as part of their first responder network.

Current annual premiums are funded by the County in the amount of \$117,100. The County's current provider, Optum EAP, proposed an annual rate of \$213,500, an increase of \$96,400. Claremont EAP is proposing a five-year rate guarantee of \$123,400 annually. Additionally, the agreement includes performance standards that, if not met, will result in an 10% maximum refund of premium to the County.

The recommended action authorizes the Human Resources Director to execute a new agreement with Claremont EAP from July 1, 2026, through June 30, 2031, for an estimated amount of \$617,000.

There will be no change to the level of benefits provided to employees, as previously negotiated and authorized by the Board and outlined in all memorandums of understanding with employee organizations and in the Salary Resolution. Staff will notify employees about the new provider and offer information sessions to introduce Claremont EAP, explain available benefits, and outline how employees and their eligible household members can access services

Strategic Plan:

N/A

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Racial Equity:

Was this item identified as an opportunity to apply the Racial Equity Toolkit?

No

Prior Board Actions:

May 25, 2021 (Item 9; [File Number 2021-0442](#)): Board authorized agreement with Optum Health for EAP services.

FISCAL SUMMARY

Expenditures	FY25-26 Adopted	FY26-27 Projected	FY27-28 Projected
Budgeted Expenses		\$123,400	123,400
Additional Appropriation Requested			
Total Expenditures		\$123,400	123,400
Funding Sources			
General Fund/WA GF		55,530	55,530
State/Federal		48,130	48,130
Fees/Other		19,740	19,740
Use of Fund Balance			
General Fund Contingencies			
Total Sources		\$123,400	123,400

Narrative Explanation of Fiscal Impacts:

Employee assistance program costs associated with the Claremont EAP agreement are funded by employer contributions through payroll which are estimated to be \$617,000 in total during the term of the agreement. The costs are included in each department's salaries and benefit budgets as part of the recommended FY 2026/27 budget and future fiscal year budgets.

Staffing Impacts:			
Position Title (Payroll Classification)	Monthly Salary Range (A-I Step)	Additions (Number)	Deletions (Number)
N/A	Blank	Blank	Blank

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Attachments:

Claremont Employee Assistance Program Agreement

Related Items “On File” with the Clerk of the Board:

N/A