



EXECUTIVE DECISION DOCUMENT

GENERAL MANAGER APPROVAL: <div style="border: 1px solid black; padding: 2px; display: inline-block;"> DocuSigned by: <i>Michael Jones</i> <small>47000790F2D7463...</small> </div>		GENERAL MANAGER ACTION REQ'D: Authorize award of Agreement No 6M4782 to Uprise Health for comprehensive Employee Assistance Program (EAP)		
DATE: 5/25/2022 6/1/2022		BOARD INITIATED ITEM: No		
Originator/Prepared by: Reggie Smith Dept: Substance Abuse Program <div style="border: 1px solid black; padding: 2px; display: inline-block;"> DocuSigned by: <i>Reggie Smith</i> <small>F351BF872A7E43D...</small> </div> Signature/Date: <div style="text-align: right;">5/31/2022</div>	General Counsel <div style="border: 1px solid black; padding: 2px; display: inline-block;"> DocuSigned by: <i>Jana Belan</i> <small>F8FD7B3A73E74E8...</small> </div> <div style="text-align: right;">5/31/2022 []</div>	Controller/Treasurer <div style="border: 1px solid black; padding: 2px; display: inline-block;"> DocuSigned by: <i>Chris Gan</i> <small>EE11C8CEEEA04FD...</small> </div> <div style="text-align: right;">6/1/2022 []</div>	District Secretary <div style="text-align: right;">[]</div>	BARC <div style="border: 1px solid black; padding: 2px; display: inline-block;"> DocuSigned by: <i>Pamela Herhold</i> <small>3BB24D65B8724F5...</small> </div> <div style="text-align: right;">6/1/2022 []</div>

AUTHORIZE AWARD OF AGREEMENT NO. 6M4782 EMPLOYEE ASSISTANCE PROGRAM SERVICES

PURPOSE:

To obtain Board authorization for the General Manager to award Agreement No. 6M4782 to Claremont EAP powered by Uprise Health to provide a comprehensive Employee Assistance Program (EAP) to BART employees and their families as well as substance abuse services for BART employees only. The term of the Agreement will be for a base period of five years with two (2) options to extend for an additional one-year period.

DISCUSSION:

The District has provided Employee Assistance Program (EAP) services to employees and their families since 1984. EAP services include counseling for employees and/or family members experiencing mental health, stress, family discord, elder/childcare issues, legal, financial or workplace difficulties and substance abuse issues. The EAP also provides Substance Abuse Professional services for safety-sensitive employees who have violated the federal alcohol and drug program requirements (49 CFR Part 40 and 655).

The District's last RFP for EAP services was issued on August 29, 2014 and the agreement was awarded to Claremont Behavioral Services, Inc. who currently provides these services to the District. This existing agreement expires on July 31, 2022.

An Advance Notice to Proposers was issued on March 2, 2022 to nine (9) potential proposers from a vendor list of known consultants in the field and ninety-one (91) small businesses. The Request for Proposals (RFP) was advertised in ten (10) newspapers during the month of March. A Pre-Proposal Meeting was conducted on March 17, 2022 with four

(4) companies attending. One (1) proposal was received on April 19, 2022 from Claremont EAP powered by Uprise Health.

The District's Selection Committee, chaired by Contract Administration, consisted of representation from Human Resources, Police, Transportation, Amalgamated Transit Union (ATU), the Office of Civil Rights, and AC Transit. The Selection Committee determined that Claremont EAP powered by Uprise Health's proposal met the minimum technical requirements and was responsive to the Scope of Work contained in the RFP. An interview was conducted with the Proposer on May 23, 2022.

The Selection Committee opened and reviewed the price proposal which indicated a proposal price of \$3,852,914.56 for a base 5 years and 2 option years. The quantities of services are based on the District's past utilization patterns over the last seven years; therefore the quoted pricing is considered to be fair and reasonable. During the pandemic, the need for EAP and mental health services has experienced a significant increase in the utilization of services.

Claremont Behavioral Health Inc. has had over 27 years of experience in providing EAP services to the District. Uprise Health purchased Claremont Behavioral Health Inc. in 2021 and brings over 30 years of experience providing EAP services to a diverse employer base throughout the United States.

Pursuant to the District's Non-Federal Small Business Program, the Office of Civil Rights set a 5% Small Business Prime Preference for this Contract for Small Businesses certified by the California Department of General Services (DGS). It was determined that there were no certified Small Businesses certified by the DGS among the responsive Bidders and, therefore, the Small Business Prime Preference is not applicable.

Pursuant to the District's Non-Discrimination Program for Subcontracting, the Availability Percentages for this Agreement are 8.4% for Minority Business Enterprises ("MBEs") and 5.7% for Women Business Enterprises ("WBEs"). Claremont EAP powered by Uprise Health committed to 1.38% MBE and 1.03% WBE participation. Claremont EAP powered by Uprise Health did not meet either the MBE or WBE Availability Percentages; therefore, Claremont EAP powered by Uprise Health was requested to provide the Office of Civil Rights with supporting documentation to determine if it had discriminated on the basis of race, national origin, color, gender or ethnicity. Based on the review of the information submitted by Claremont EAP powered by Uprise Health, the Office of Civil Rights found no evidence of discrimination.

The Office of General Counsel will approve the Agreement as to form.

FISCAL IMPACT:

This agreement will provide EAP services, including substance abuse rehabilitation program

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services, for the base period of five (5) years with two (2) options to extend for an additional one-year period each. The total anticipated cost for the seven years (7) year period will not exceed \$4,500,000 with an annual impact of approximately \$643,000. Funds for the initial costs are included in the proposed operating budget for FY 23 and FY 24. Funds for subsequent fiscal years will be requested as part of the Human Resource's total budget.

The department number under the Substance Abuse Program is 0502428.

<i>FY 2023</i>	<i>\$643,000.00</i>	<i>Base Year 1 (8/1/22-7/31/23)</i>
<i>FY 2024</i>	<i>\$643,000.00</i>	<i>Base Year 2 (8/1/23-7/31/24)</i>
<i>FY 2025</i>	<i>\$643,000.00</i>	<i>Base Year 3 (8/1/24-7/31/25)</i>
<i>FY 2026</i>	<i>\$643,000.00</i>	<i>Base Year 4 (8/1/25-7/31/26)</i>
<i>FY 2027</i>	<i>\$643,000.00</i>	<i>Base Year 5 (8/1/26-7/31/27)</i>
<i>FY 2028</i>	<i>\$643,000.00</i>	<i>Option Year 1 (8/1/27-7/31/28)</i>
<i>FY 2029</i>	<i>\$642,000.00</i>	<i>Option Year 2 (8/1/28-7/31/29)</i>

ALTERNATIVE:

Not entering into an agreement with Claremont EAP powered by Uprise Health at this time and issuing another Request for Proposal to procure another firm to perform the needed services would not result in additional proposals due to the direct contact staff had to qualified firms to confirm receipt of the RFP and wide media distribution concerning the solicitation of proposals.

RECOMMENDATION:

Adopt the following motion.

MOTION:

The General Manager is authorized to award Agreement No. 6M4782 to Claremont EAP powered by Uprise Health for comprehensive Employee Assistance Program (EAP) services for BART employees and their families as well as substance abuse services for BART employees only, for a base period of five (5) years with two (2) options to extend for an additional one-year period each, for a total amount not to exceed \$4,500,000.00

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