



Office of the City Manager

CONSENT CALENDAR
December 2, 2025

To: Honorable Mayor and Members of the City Council
From: Paul Buddenhagen, City Manager
Submitted by: Janelle Rodrigues, Director of Human Resources
Subject: Contract No. 081263-1 Amendment: Uprise Claremont Behavioral Services for Employee Assistance Program Services

RECOMMENDATION

Adopt a Resolution authorizing the City Manager to amend Contract No. 081263-1 with Uprise Claremont Behavioral Services (Claremont) in order to provide continued services for the Employee Assistance Program (EAP) by approving the rate increases for January 1, 2026 through January 1, 2029 and extending the contract from December 31st, 2025 through January 1, 2029.

FISCAL IMPACTS OF RECOMMENDATION

The current not-to-exceed (NTE) amount provides sufficient capacity, and no increase to the total contract value is required. This amendment solely incorporates premium rate adjustments and extends the contract term. The updated rates can be fully absorbed within the existing NTE amount.

Funding for this amendment is available from fringe benefit accounts in departmental budgets and will be paid out of the Payroll Deduction Trust Fund, budget code: 013-99-900-900-0000-000-000-201599.

Premiums are paid one (1) month in advance for the following year; e.g., the January 2026 premium is paid in December 2025. The chart below demonstrates the annual contract amounts for each year representing an increase the total amount accrued increasing the NTE on the contract since its origin.

Original contract amount	\$320,000
July 1, 2012 increase	\$315,000
July 1, 2015 increase	\$500,000
January 1, 2021 increase	\$500,000
Current contract total	\$1,635,000

CURRENT SITUATION AND ITS EFFECTS

The City has a contract with Uprise Claremont through December 31, 2025, for administration of the City’s Employee Assistance Program. Under this contract, the City’s current cost is \$1.95 Per-Employee Per-Month plus \$92 per clinical visit for Calendar Year 2025. The contract also includes an annual maximum expenditure amount of \$110,000 per

fiscal year to avoid a potential unlimited liability. The remaining available contract balance provides sufficient capacity to cover the anticipated cost of EAP services for City employees in future years.

To maintain costs within budget, staff, with the assistance of Keenan & Associates, the City's benefits insurance broker, have negotiated with Uprise Claremont to offer rates at \$1.98 Per- Employee Per-Month and \$92 per clinical visit, for each of the three (3) new contract years (calendar years 2026 through 2028). Annual costs for calendar year 2026 are estimated to be \$89,131.36 which is based on an estimate of up to 50 visits per month and the total number of eligible employees.

BACKGROUND

Since 1986 the City has provided an Employee Assistance Program for all benefited employees and their eligible dependents. The purpose of the program is to provide confidential professional counseling services for employees and their dependents in the areas of mental health and substance abuse, as well as family, financial and legal related problems. Moreover, the services may include employee and supervisory orientations, management referrals, critical incident debriefings, and specialized workshops on a variety of topics.

The City selected Claremont to administer the EAP through a competitive bid process and has been using Claremont since November 1, 2002. On June 12, 2012, City Council approved Resolution No. 65,767-N.S. that authorized the City Manager to execute and implement a contract with Claremont through June 30, 2015. On June 9, 2015, City Council approved Resolution 67,071-N.S. to extend the contract through June 30, 2020 and was extended on December 31, 2020 through December 31, 2021. On February 9, 2021, City Council approved Resolution No. 69,715-N.S. to extend the contract terms through December 31, 2025. Claremont has provided outstanding EAP services over the years, including one hour employee webinars ranging in topics from Strategies to Enhancing Emotional Intelligence to Understanding Mental Illness, among other topics. Employees have responded well to the services provided by Claremont, averaging a 15.84% utilization rate.

ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS

There are no identifiable environmental effects or opportunities associated with the subject of this report.

RATIONALE FOR RECOMMENDATION

This contract amendment will support the City in continuing to deliver high-quality Employee Assistance Program (EAP) services. The EAP is a required employee benefit under the collective bargaining agreements between the City and employee organizations.

Equally important, EAP services contribute positively to employee morale, attendance, and overall job performance. This amendment also enables the City to maintain an efficient and cost-effective EAP program, which is especially critical as we work to address the current budget deficit.

ALTERNATIVE ACTIONS CONSIDERED

City staff worked with benefit broker Keenan & Associates to seek out competitive offers for the administration of the Employee Assistance Program and elected to renew the contract with Claremont. Alternative vendors did not lower costs and could not provide the continuity of service Claremont provides.

CONTACT PERSON

Janelle Rodrigues, Director of Human Resources, Human Resources, (510) 981-6807.

Attachments:

1. Resolution

RESOLUTION NO. -N.S.

AUTHORIZING RATE CHANGES FOR THE CLAREMONT BEHAVIORAL SERVICES FOR EMPLOYEE ASSISTANCE PROGRAM ADMINISTRATION EFFECTIVE JANUARY 1, 2026, THROUGH JANUARY 1, 2029; and

WHEREAS, on March 9, 2010, by Resolution No. 64,788-N.S., the City Council authorized Contract No. 8287 (081263-1) with Uprise Claremont Behavioral Services to administer the City's Employee Assistance Program in an amount not to exceed \$320,000 for the period from July 1, 2008 through June 30, 2012; and

WHEREAS, this contract was previously amended on June 12, 2012, to increase the total contract amount by \$315,000 for a total contract amount of \$635,000 and to extend the expiration date to June 30, 2015; and

WHEREAS, this contract was previously amended on June 30, 2015, to increase the total contract amount by \$500,000 for a total contract amount of \$1,135,000 and to extend the expiration date to June 30, 2020; and

WHEREAS, this contract was previously amended on December 31, 2020, to extend the expiration date to December 31, 2021; and

WHEREAS, this contract was amended on February 9, 2021, to increase the contract by \$500,000 to \$1,635,000 and extending the contract dates to December 31, 2025; and

WHEREAS, this contract was previously amended on May 1, 2025, to add digital services; and

WHEREAS, the City pays for the full premium for all benefited employees and their dependents eligible to participate in the Employee Assistance Program; and

WHEREAS, funds are available in the current budget in the Payroll Deduction Trust Fund, budget code 013-99-900-900-0000-000-000-201599, and the contract has been entered into the City Contract database and assigned ERMA contract number 081263-1 (formerly 8287D).

NOW THEREFORE, BE IT RESOLVED that the Council of the City of Berkeley hereby authorizes the City Manager to execute an amendment to Contract No. 081263-1 with Uprise Claremont Behavioral Services to administer the City's Employee Assistance Program from January 1, 2026 to January 1, 2029.

BE IT FURTHER RESOLVED that the rates are guaranteed through January 1, 2029.

BE IT FURTHER RESOLVED that a record signature copy of said contract and any amendments reflecting this rate increase to be on file in the Office of the City Clerk.