

City of Placerville
Employee Assistance (EAP) Program Study Results
As of February 8, 2018

Description	ACI	ComPsych	MHN
Benefits	Assessment & Clinical Support Emotional & Well Being Support Legal & Financial Wellness Work-Life Referrals & Resources	Clinical Incident Support Behavioral & Emotional Health Services Work-Life Services Legal & Financial Services	Crisis Counseling & Critical Incident Response Services Work-Life Services Legal & Financial Services Personalized Wellness Coaching
Clinical Sessions	3 sessions every 6 months	3,5,6 or 8 sessions per issue per employee/family member per year depending on premium	3,5,6 or 8 sessions per employee/family member per year depending on premium (per issue)
Program Access	Unlimited - 24/7 Live Answer Call, Text, Email	Unlimited - 24/7 Live Answer Call, Email	Unlimited - 24/7 Live Answer Call or Web-Video,
Eligibility	Employee + All Dependents	Employee + Family Members	Employee + Dependents
Premium With Maximum Number of Employees	\$4,200.00 per year / Up to 115 employees	\$1,950.00 per yr-(3) sessions/100 Employees \$2,250.00 per yr-(5) sessions/100 Employees \$2,450.00 per yr-(6) sessions/100 Employees \$3,550.00 per yr-(8) sessions/100 Employees	\$2,995.20 per yr-(3) sessions/80 Employees \$3,110.40 per yr-(5) sessions/80 Employees \$3,168.00 per yr-(6) sessions/80 Employees \$3,283.20 per yr-(8) sessions/80 Employees
Price Per Employee	\$3.04 per employee per month	\$1.63 per employee per month (3) sessions \$1.88 per employee per month (5) sessions \$2.04 per employee per month (6) sessions \$2.96 per employee per month (8) sessions	\$3.12 per employee per month (3) sessions \$3.24 per employee per month (5) sessions \$3.30 per employee per month (6) sessions \$3.42 per employee per month (8) sessions
Monthly Cost Per Employee With (3) Clinical Sessions (With 82 Employees)	\$4.27	\$1.98	\$3.12
Maximum Benefit for 82 Employees Within Budget	Same as above.	(8) Clinical Sessions: \$3.61 Per Employee Per Month	(8) Clinical Sessions: \$2.70 Per Employee Per Month
Premium Guaranteed and Cancellation Policy	3 Year premium guarantee with annual renewals and 60 day cancellation clause. Yearly premium is prepaid. Cancellation effective at end of year contract providing 60 notice was received.	5 Year premium guarantee with 60 day cancellation policy on annual contracts only. Premiums prepaid on an annual basis. To exercise 5 year guarantee, we must contract for 5 years and are only able to cancel if ComPsych does not provide services they had promised.	3 Year premium guarantee with 60 day written notice to terminate.
Provider Information	List is Proprietary. However, there are 222 Providers within a 50 mile radius.	16 Providers are within a 20 mile radius. 14 providers are Masters level and 2 are Psychologists.	26 Providers within 20 mile radius.

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Does the employee have to stay within a network. If so, which one?	Yes, they must use a provider on ACI's provider panel.	Client will be referred to a provider in the ComPsych network. If they need additional sessions to resolve an issue, our Guidance Consultants will refer them to someone in their medical network.	Yes
Are employee records confidential?	Yes! 100% Confidential	Yes!	Yes!
What records/information is available to the employer regarding the employees inquires/sessions?	None.	Everything is confidential. The only information available would be in terms of a report, but individual employee information would not be available.	No member identification will be disclosed, just demographic information in an annual utilization report.
What constitutes a family member for eligibility?	Spouse, domestic partners, and all dependents.	Spouse, domestic partner, and child, and elderly Parent.	Spouse, domestic partner, dependents, and any/all members of the employee's household.
Please clarify policy on family member not living with the employee.	Coverage regardless of location.	We do not require an eligibility file. As long as the family member mentions the City of Placerville, they will be helped.	Employee dependents regardless living in the employee home or outside the home (eg: with another parent) Any other family members of the employee (eg: parents/in-laws) would need to reside in the employee's home to utilize the EAP benefit.
Is there a specific commitment required?	N/A	Minimum of one year contract.	No.
What kind of notice is required to modify or cancel the plan?	No modifications are allowed. The program is a packaged deal. Depending on final contract, Cancellations require 60-90 day notice from renewal date.	Modifications increasing the number of sessions allowed at any time. Modifications decreasing the number of sessions only allowed at renewal. Cancellation allowed at renewal date.	60-day notice can terminate mid-year. Modifications allowed at renewal only.
How many face to face clinical sessions does your plan include?	3 sessions every 6 months	3,5,6 or 8 sessions per issue per employee/family member per year depending on premium.	3,5,6 or 8 sessions per issue per employee/family member per year depending on premium.
Face to face providers in EDH?	Yes	Yes	Yes
Can unused sessions be carried over to the next year?	No	Yes	No