



City of Waukesha
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Committee: Common Council	Date: 2/20/2025
Common Council Item Number: ID#25-00257	Date: 2/20/2025
Submitted By: Marquise Vasquez, HR Director	City Administrator Approval: Anthony Brown, City Administrator
Finance Department Review:	City Attorney's Office Review: Brian Running
Subject: Ratification of EAP contract with ComPsych	

Details:

ISSUE: Every year Brown & Brown, our external Benefits Consultant, reviews our annual spending and makes recommendations on whether to keep our current services or consider changing carriers in an effort to achieve more cost savings. In November 2024, they presented the renewal fees for FEI, our Employee Assistance Program provider at that time. Their rates were increasing for 2025 and had increased every year since 2020. As a result, Brown & Brown's recommendation was to consider other providers. After they received quotes from three other companies, it was determined that the City would realize a cost savings of approximately \$3,000 per year with ComPsych. In addition to the financial benefit, ComPsych offers enhanced resources for our employees, and a wider range of support services. These improvements align with the City's commitment to supporting employee well-being while also maintaining fiscal responsibility.

Our contract with FEI ended on January 31, 2025. The new contract with ComPsych started on February 1, 2025. Unfortunately, we did not realize that review and approval from both the HR Committee and the Common Council were required for this change. Now that we have been made aware, we are bringing the matter forward for proper approval.

We are requesting your ratification of the contract with ComPsych to remedy the approval oversight.

Options & Alternatives:

If the contract is not ratified, it will be null and void and City employees will lose access to all EAP services. Additionally, our relationship with ComPsych could be jeopardized, as they have already begun providing services under the assumption that the contract would be honored.

Financial Remarks: As part of the Strategic Plan, each department has been tasked with finding savings wherever we can. FEI fees have increased every year for the past four years. The rates for ComPsych are approximately \$3,000 per year lower than FEI's and have a 5-year fixed pricing guarantee.

Executive Recommendation: Staff recommend ratification of the ComPsych agreement to ensure continued access to vital employee support services while also benefiting from the cost savings from the new provider.

RECOMMENDED MOTION: "Move to accept and ratify the ComPsych EAP agreement."