



Legislation Details (With Text)

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Title: CONTRACT WITH FMLASOURCE - OUTSOURCING OF FAMILY MEDICAL LEAVE MANAGEMENT
Sponsors:
Indexes:
Code sections:
Attachments: 1. Guilford County FMLA Agreement 11-30-18

Date	Ver.	Action By	Action	Result
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TITLE

CONTRACT WITH FMLASOURCE - OUTSOURCING OF FAMILY MEDICAL LEAVE MANAGEMENT

SPONSOR

Karen Fishel

BACKGROUND

The current administration of FMLA (Family and Medical Leave Act) creates a liability for Guilford County. Absence Management is not only time consuming for our Managers and our current Administrator of FMLA, it also creates legal liabilities for Guilford County. By outsourcing this administration, we eliminate the legal liability of the administration as well as create a more efficient and error free process for our employees. We currently have 370 active FMLA cases with 60% of those classified as intermittent leaves. Guilford County does not have the technical resources to manage this very complex administration properly. Purchasing a system to manage this would be cost prohibitive. The proposed vendor has legal staff in-house as well as clinicians who will handle complex cases. Furthermore, they have the tools to monitor and address potential misuse and abuse of leave. Employees will have 24/7 access to report claims and have questions answered.

The contract will run for two calendar years in its initial term with the option to renew an additional two years.

Effective date of contract will be February 14, 2019. The cost is \$1.41 per member per month, billed quarterly, with an estimate of 2,300 employees. (Full time only are counted for this administration). FY 20-19 cost would be approximately \$13,000. FY 2019-20 cost would be \$39,000.

BUDGET IMPACT

NO ADDITIONAL COUNTY FUNDS REQUIRED FOR FY 2018-19. Future year funds will be included in requested budgets.

REQUESTED ACTION

Approve FMLASource Contract, in substantial form, in the amount of \$77,832 to be effective February 14, 2019 for a term of 2 years.