

Employee Assistance Program Q&A

1. Regarding the 500 tests per year, could you elaborate on the specific category of tests? DOT SAP, Fitness for Duty, etc.?

The anticipated volume of approximately 500 tests annually primarily represents drug and alcohol testing for new hires. MDCPS's Drug and Alcohol Testing Services solicitation specifies that the bid is based on a Non-DOT 9-Panel + MDMA drug screen (no synthetic opioids). The solicitation also requires testing for current employees selected through MDCPS's random testing program and testing related to workers' compensation injuries/accidents when reasonable suspicion exists. The solicitation does not identify DOT SAP evaluations or Fitness-for-Duty evaluations as part of the anticipated 500-test volume.

Additionally, MDCPS policy provides for drug and/or alcohol testing of clients when ordered by the court; however, MDCPS workers do not administer these tests themselves.

2. Are these tests included in the PEPM price?

The approximately 500 annual drug and alcohol tests are addressed under MDCPS's Drug & Alcohol Testing Services requirements and are not identified in the drug-testing solicitation as an EAP PEPM service. The EAP solicitation and Drug & Alcohol Testing Services solicitation are separate procurements. Accordingly, the drug-testing services should be priced in accordance with the applicable Drug & Alcohol Testing Services pricing requirements rather than assumed to be included in an EAP PEPM rate.

3. How many tests were completed in the last full contract year?

MDCPS's published solicitation provides an estimated annual volume of approximately 500 new-hire tests and notes that the actual number of screens may be more or less than 500 during the period of performance. The publicly available solicitation does not provide a historical actual count of tests completed during the most recent full contract year. Therefore, MDCPS cannot substantiate a specific historical test volume from the published procurement documents.

4. Could you provide your EAP utilization rate for 2025?

MDCPS tracks EAP utilization through utilization reports. In the publicly available EAP procurement Q&A, MDCPS identified EAP utilization reports and employee feedback as methods used to track program effectiveness. However, the publicly available MDCPS materials reviewed do not provide a specific 2025 EAP utilization percentage. Therefore, a

verified 2025 utilization rate cannot be provided based on the published information currently available.

5. How would MDCPS like Contractor/Offeror to provide exceptions to terms we cannot agree to as written? Would you prefer a separate exceptions document or redlines on the materials provided?

Contractor/Offerors should clearly identify any exceptions to the terms, conditions, or requirements of the solicitation in a separate Exceptions to Terms and Conditions document submitted with the proposal.

Each exception should reference the applicable section, page, paragraph, or provision of the solicitation and clearly state the proposed exception or requested modification. Offerors should not alter or redline the official solicitation documents.

Any exceptions should be specific and limited to provisions the Offeror cannot accept as written. Failure to identify an exception in the proposal may be interpreted as the Offeror's acceptance of the solicitation terms and conditions as stated.