

Employee Assistance Program Proposal

Background:

Business Manager Theresa Greenfield has been researching Employee Assistance Programs over the past several months. She has finally reached a recommendation regarding Employee & Family Resources of Des Moines, Iowa.

An Employee Assistance Program (EAP) is a voluntary, work-based program that offers free and confidential assessments, short-term counseling, referrals, and follow-up services to employees who have personal and/or work-related problems. EAPs address a broad and complex body of issues affecting mental and emotional well-being, such as alcohol and other substance abuse, stress, grief, family problems, and psychological disorders. EAP counselors also work in a consultative role with managers and supervisors to address employee and organizational challenges and needs. Many EAPs are active in helping organizations prevent and cope with workplace violence, trauma, and other emergency response situations.

Employee & Family Resources (EFR) of Des Moines is a completely confidential, full-service EAP where the focus is on improving company productivity by having engaged, happy, and healthy employees. Many of their over 800 client organizations, ranging from 10 to over 80,000 employees, have relied on EFR consistently for as many as 45+ years.

Detailed information on both EAPs and on EFR follows on the next four pages.

Further information on EFR can be found on their website: <https://efr.org/>.

Cost/benefit Analysis:

EFR is offering Belmond-Klemme two levels of support:

1. Three visits per employee per incident for a price of \$18.00 per employee for a total annual cost of \$2,556.00.
2. Six visits per employee per incident for a price of \$21.60 per employee for a total annual cost of \$3,067.20.

Recommended Action:

Business Manager Theresa Greenfield recommends the board move to approve a three-year contract for an employee assistance program with Employee & Family Resources of Des Moines with their plan of six visits for a price of \$21.60 per employee.