

ATTACHMENT X-E: Employee Assistance Program

Recommended Action: Informational

The Employee Assistance Program is a program focused on employee wellness and productivity. It is available to all employees and their family members and can provide guidance and resources for issues related to behavioral and emotional health, family, legal, financial, wellness and other personal matters. Services can be provided in person, on-line or over the phone.

The EAP was presented at an Insurance Committee meeting as well as a Business Committee meeting and it was recommended to bring the concept to the Board of Education for review as well.



# Employee Assistance Program

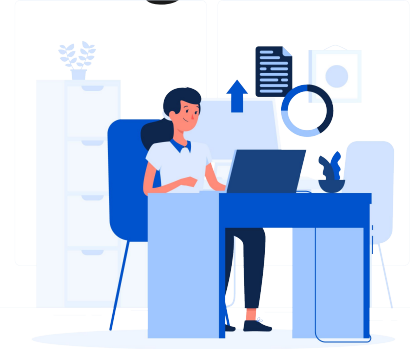
North Boone Board of Education  
October 22, 2019

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**Offered by Dearborn National and  
ComPsych**

# What is an Employee Assistance Program

EAP's focus on employee wellness and productivity.



Employees and their family members can contact ComPsych with issues related to behavioral and emotional health, family, legal, financial, wellness or other personal matters 24 hours a day seven days a week.

# Services



\*GuidanceResources Online: online tools and advice on thousands of topics also live chat with consultants

\*FamilySource Referral and Resources: assistance and online tools for issues related to family

\*LegalConnect: telephone access to expert staff attorneys along with referral to local Legal resources

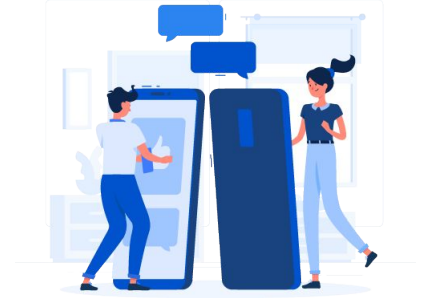
\*FinancialConnect: telephone access to certified financial specialists as well as online tools

\*Critical Incident Support: crisis call support 24 hours a day as well as on-site response to critical incidents

# Process



Online tools for staff to utilize



Staff voluntarily call EAP for assistance (confidential)

EAP staff perform intake and work with employee to recommend resources and potential follow up care

# GuidanceExperts



“ComPsych guidance Experts are counseling and work-life specialists, attorneys, financial professionals, training facilitators, health coaches, and crisis experts. GuidanceExperts provide in person, telephonic, or video counseling (depending on availability and caller preference), and have expertise in areas such as: adolescents and children; anxiety disorders and depression; domestic violence; marriage and families; stress management; and substance use.”

# Why offer an EAP?

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When employees face problems it can impact their workplace performance. Offering options for staff to reduce stress or find resources can increase productivity.

Can potentially have an impact on medical insurance by getting staff assistance quicker.





# Current Proposal for all staff

\*3 sessions \$3,840 annual

(\$1.28 per employee per month)

\*5 sessions \$4,230 annual

(\$1.41 per employee per month)



# Pricing

\*The district can cancel the EAP after 1 year if desired

\*ComPsych guarantees their price for 5 years if the district chooses to participate

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Questions?