

City Council Regular Meeting

DEPARTMENT: Human Resources
FROM: Cheryl Marthiljohni, of Human Resources
MEETING: November 4, 2024

SUBJECT:

Consider approval of a minute order authorizing \$14,184 in additional funding with Alliance Work Partners (CSO# 1860-09-2021) to be the city's Employee Assistance Program (EAP) for plan year 2025. (Staff Contact: Cheryl Marthiljohni, Director of Human Resources)

SUMMARY:

As a part of the City's competitive benefits package, the city offers full-time and part-time employees' access to the Employee Assistance Program (EAP) benefit. The EAP is a confidential workplace benefit that provides various work/life resources to employees to help overcome personal challenges. One of the primary services is free in-person (or virtual) counseling with a licensed therapist. EAP is more than a counseling service. Employees can also get connected with resources for legal assistance for items such as will preparation, financial/credit counseling, help finding childcare or eldercare, "safe ride" assistance to reimburse emergency cab fare if a designated driver is not available, training, as well as other programs and assistance.

The city issued an RFP in 2021 for insurance benefits for beginning plan year 2022 with an option to renew for up to 5 years. Alliance Work Partners provided a rate guarantee for 2 years from 2022-2023. In 2024 and again in 2025, rates remain flat with no increase.

This contract has been renewed since 2022. The overall estimated cost of this contract exceeds \$50,000 in plan year 2025, which requires City Council approval for the continued funding of the contract.

Plan Year	Average/Estimated Enrolled	Total Annual
2022	506	\$11,965.78
2023	556	\$13,139.10
2024	572	\$13,510.26
2025	600	\$14,184.00
TOTAL		\$52,799.14

In addition to the Alliance Work Partners - EAP benefit, the city will offer a new wellness benefit for First Responders in 2025. This benefit provided by First Responder Health, will offer a confidential peer support hotline, unlimited online training, and quarterly peer support training.

Pricing is \$5 per first responder per month (includes families) with a 3-year rate guarantee. The cost of this benefit is estimated less than \$15,000/annually. This benefit will be offered to Fire, Police, Public Safety Communications, and Animal Services employees. The United Healthcare 2025 renewal provides an additional \$10,000 to the employee wellness allowances/credits, which will help offset costs for this new benefit. This benefit will be administratively approved based on price.

RECOMMENDATION:

Staff recommends approving renewal contract with Alliance Work Partners to be the city’s Employee Assistance Program (EAP) provider in the amount of \$14,184 as awarded from RFP 2021-017 for plan year 2025.

PRIOR ACTION/INPUT (Council, Boards, Citizens):

- Reviewed Health Fund Financials with Finance Committee on May 8, 2024
- Reviewed Proposed FY25, Compensation, Handbook, and Benefits with Council on July 22, 2024, during the Regular Council Meeting
- Reviewed FY25 Health Fund and Benefit plan changes for 2025 on September 9, 2024, during the Regular Council Meeting
- Reviewed proposed changes for 2025 Benefit plan year on October 7, 2024, during the Regular Council Meeting.

REFERENCE:

Not Applicable

FISCAL IMPACT:

The city provided EAP has a fiscal impact to the city of \$14,184 for calendar year 2025. The 2025 calendar year assumes all authorized full-time and part-time positions including the seasonal hiring volume.

City Paid Employee Assistance Program

Plan Year	Average/Estimated Enrolled	Total Annual
2025	600	\$14,184.00
TOTAL		\$14,184.00

STAFF CONTACT:

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