



CITY OF
FORESTPARK

City Council Agenda Item

Subject: Employee Assistance Program – Executive Offices

Submitted By: Ricky L. Clark, Jr., City Manager

Date Submitted: May 13, 2024

Work Session Date: May 20, 2024

Council Meeting Date: May 20, 2024

Background/History:

The Leaf Life initiative, championed by Mayor Butler and subsequently approved by the Council, aims to address the issue of mental health crises faced by employees. To that end, two employee assistance programs are being introduced to provide wrap-around services that can help employees navigate the complexities of such crises.

It is a well-known fact that stress is a common experience for many employees and business owners. Over 26% of business and HR leaders report being extremely or very stressed. This number increases to 35% of leaders from companies with 250 to 500 employees. In light of this, the city of Forest Park conducted a survey of its employees, which revealed that over half of them expressed concern about their mental health.

In response to these concerns, we are proposing the enlistment of two new providers for EAP services in the city. These providers, One Source Counseling and Tuck Holdings Therapy & Crisis Counseling Services, have been carefully selected to meet the unique needs of the city's employees.

One Source Counseling is an independent family-owned Limited Liability Corporation that specializes in catering to small to medium-sized organizations and businesses. They have a network of clinicians throughout Georgia, and their services are streamlined to respond quickly and efficiently to employee needs. The organization has, in the past, provided services to our Fire Department through grant funding, and they have received very positive feedback from the fire personnel.

Tuck Holding Therapy and Crisis Counseling Services, on the other hand, is an independent company that places a premium on the well-being of city workers, recognizing the stresses and challenges inherent to municipal work. They provide comprehensive therapy services that are easily accessible to employees. Currently, Dr. Tuck provides chaplaincy services to our Police Department.

If approved, all city employees would have access to either service based on their preference. Both services charge a fee of between \$90 and \$95 per hour. We recommend that both services be approved to provide the necessary support for the mental health of our employees. By doing so, we will be taking a significant step towards creating a healthier, more productive work environment. ***Staff recommendation is for approval of both agreements.***

Cost: \$

Budgeted for: _____ Yes _____ No

Financial Impact:

Action Requested from Council: