



AGENDA ACTION FORM

Consideration of a Resolution Authorizing the Mayor to Sign an Agreement with Ulliance to Implement an Employee Assistance Program (EAP)

To: Board of Mayor and Aldermen
From: Chris McCartt, City Manager *CM*

Action Form No.: AF-215-2024
Work Session: August 19, 2024
First Reading: N/A
Final Adoption: August 20, 2024
Staff Work By: Mike Wessely
Presentation By: Tyra Copas

Recommendation:

Adopt the Resolution.

Executive Summary:

To promote and encourage employee wellness, Human Resources proposes adding a true Employee Assistance Program to our employee benefits package for plan year 2025. An Employee Assistance Program (EAP) is a workplace benefit that provides voluntary and confidential services to employees and their dependents who need assistance managing personal difficulties or life challenges. EAP's address a wide range of concerns which include marital or family problems, mental health disorders, substance abuse, financial stress, legal problems, and bereavement.

After considerable review, Human Resources is recommending entering an agreement with Ulliance to provide these services to our employees and their dependents.

The cost to provide this program is based on a quarterly headcount of employees which would equate to an annual cost of \$22k. Money for the program is currently in the 2025 budget under account 615-1601-413-20-61.

Attachments:

- 1. Resolution
- 2. Ulliance – City of Kingsport EAP

	Y	N	O
Cooper	—	—	—
Duncan	—	—	—
George	—	—	—
Montgomery	—	—	—
Olterman	—	—	—
Phillips	—	—	—
Shull	—	—	—