COUNTY AGENDA REQUEST

Department:	Human Resources	Presenter(s):	Connie Boehnke
Meeting Date:	Thursday, October 27, 2011	Type of Request:	Consent

Wording for the Agenda:

Approval of staff's recommendation that the County renew its Employee Assistance Program (EAP) services with One Source Counseling & Employee Assistance Services at a revised rate of $1.45 per employee per month for six months beginning January 1, 2012; and authorization for the Chairman to sign the agreement and other related documents contingent upon the County Attorney's review.

Background/History/Details:

Fayette County has provided an EAP benefit to county employees since 1997. One Source Counseling & Employee Assistance Services has been the vendor since 2008. Cost is billed at an established rate per employee per month which is currently $1.35. This rate has remained the same since the County entered into the current contract with One Source. One Source has notified the county that effective January 1, 2012, their rate will increase by 7.4% to $1.45 per employee per month. The County's utilization has been averaging 54 claims per year with an average of 141 sessions. However, this year's utilization has risen and is currently tracking to end the calendar year with 60 claims and 199 sessions.

Human Resources has surveyed surrounding municipalities and found that even with the increased rate of $1.45 Fayette County will be at or below what others are paying for their EAP programs. EAP is not only available to eligible employees but their covered spouses and dependents as well which totals about 1,100 lives.

What action are you seeking from the Board of Commissioners?

Approval of staff's recommendation that the County renew its Employee Assistance Program (EAP) services with One Source Counseling & Employee Assistance Services at a revised rate of $1.45 per employee per month for six months beginning January 1, 2012; and authorization for the Chairman to sign the agreement and other related documents contingent upon the County Attorney's review.

If this item requires funding, please describe:

The Employee Assistance Program is a budgeted item.

Has this request been considered within the past two years?	No	If so, when?	
Is Audio-Visual Equipment Required for this Request?	No	Backup Provided with Request?	Yes

STAFF USE ONLY

Approved by Finance	Yes	Reviewed by Legal	Yes
Approved by Purchasing	Not Applicable	County Clerk's Approval	Yes
Administrator's Approval	Yes		

Staff Notes:

ONE SOURCE COUNSELING & EMPLOYEE ASSISTANCE SERVICES
206 Teal Court
Canton, Georgia 30115

TO: Lori Smith, HR
Fayette County

FROM: Dr. Nancy Wesselink

DATE: August 25, 2011

RE: Renewal Letter for EAP Contract

Due to significant increases in utilization for 2011, the employee assistance program contract between Fayette County Board of Commissioners and One Source Counseling and EAP will be increased from $1.35 to $1.45 per employee per month eligible for this benefit from January 1, 2012 through June 30, 2012. This is a total increase of 7.4% and the first increase since contract inception in 2008.

IN WITNESS HEREOF, the parties hereto have set their hands and seals.

Fayette County, Georgia	One Source Counseling And Employee Assistance Services
_____	_____
Herb Frady Chairman, Board of Commissioners	Nancy Wesselink, PhD. LMSW CEAP Director
_____	_____
Date	Date

Phone: 770-683-1327 email: nancywesselink@onlineonesource.com Fax: 770-683-1328