

**SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**

422



FROM: Human Resources Department

SUBMITTAL DATE:
June 20, 2007

SUBJECT: Employee Assistance Program (EAP) Services Agreement between the County of Riverside Human Resources Department and Riverside County Transportation Commission.

RECOMMENDED MOTION: That the Board Approve and execute the attached amendment to the Employee Assistance Program (EAP) subscriber agreement between the County of Riverside and the Riverside County Transportation Commission (RCTC).

BACKGROUND: Since June of 2004 the Human Resources Department, through its Employee Assistance Program, has provided EAP services to employees and household dependents of the Riverside County Transportation Commission. This benefit provides RCTC members with licensed EAP clinicians to assist in identifying mental health or related problems, family/marital problems, or alcohol/substance abuse problems. In addition, EAP benefits include referrals to appropriate health care providers or community resources for counseling, treatment and therapy. These services are similar to those provided to Riverside County's own employees and household dependents through the County's EAP.

Departmental Concurrence

Ronald W. Komers
Asst. County Executive Officer/Human Resources Dir.

FINANCIAL DATA	Current F.Y. Total Cost:	N/A	In Current Year Budget:	Yes
	Current F.Y. Net County Cost:	N/A	Budget Adjustment:	No
	Annual Net County Cost:	N/A	For Fiscal Year:	FY07/08

SOURCE OF FUNDS: Administrative fees paid by RCTC	Positions To Be Deleted Per A-30	<input type="checkbox"/>
	Requires 4/5 Vote	<input type="checkbox"/>

C.E.O. RECOMMENDATION:

APPROVE

BY:

County Executive Office Signature

- Policy
- Policy
- Consent
- Consent

Dep't Recomm.:

Per Exec. Ofc.:

Prev. Agn. Ref.: 3.23 on 3/27/07

District:

Agenda Number:

ATTACHMENTS FILED
WITH THE CLERK OF THE BOARD

3.19

BACKGROUND (continued)

Extensive studies have found that early identification and intervention of the kind of problems mentioned above are invaluable tools for maintaining productivity/morale, increasing employee health and wellness, and reducing absenteeism in the workplace. The amended agreement provides for a 5% increase in the charge per employee, and extends the term of the contract to June 30, 2008. Due to the small size of RCTC, it is difficult for them to find this level of service at a reasonable cost in the marketplace, and this agreement allows them to take advantage of the County's larger scale of operation. The Fee is based on the overall cost of EAP services on a per capita basis, as of July 2007.