

Speaking Points

Employee Assistance Program (EAP)
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Department of Human Resources
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Purpose:

This ordinance is to authorize the Mayor to enter into a three (3) agreement with the option of a (1) one-year extension with Harbor (dba/Lighthouse Health Employee Assistance Program) for the provision of Employee Assistance Services for the City of Toledo's uniformed and civilian employees; authorizing the expenditure of funds not to exceed \$100,000 per year of the agreement from the General Fund; and declaring an emergency.

Background:

The City's current Employee Assistance Program (EAP) contract with Harbor dba Lighthouse Telehealth Employee Assistance Program expires August 31, 2021.

The City sought competitive proposals for its EAP program from April 30, 2021 through May 19, 2021. Three (3) proposals were submitted.

Of the three proposals submitted, we are recommending the contract with Lighthouse for the following reasons:

- Lighthouse's proposal was the lowest price;
- Lighthouse is locally operated company with multiple locations in the area available for employee convenience;
- Lighthouse's offering of extensive EAP services, include, but are not limited to, counseling for all employees and their dependents; employee and supervisor education; 24/7 critical incident and crisis support; and substance abuse professional services required by the Department of Transportation (DOT); work/life support for legal, financial and other personal concerns.
- Lighthouse has HIPAA compliant in-person, telephonic and/or virtual counseling sessions with a 24/7, 365 days per year call in line that directly goes to the EAP program;
- Lighthouse is the current provider of EAP services for local public entities such as Lucas County, Sylvania City Schools, Sylvania Township and Monroe County, MI.

Cost:

The estimated cost of this contract should not exceed \$100,000 per year. Funding for this expenditure is allocated in the HR Department under the account code 1001-17100-1156001STDSTD.