

VILLAGE OF ORLAND PARK
Employee Assistance Program (EAP) Proposal Overview

	<u>EAP Service</u>	<u>Description</u>	Metropolitan Family Services	Creative Care Management	CompPsych	Workplace Solutions	Perspectives EAP	Employee Resource Systems, Inc. (ERS)	Ceridian
*	Counseling Services:	Management Consultations	X	X	X	X	X	X	X
		Short-Term Counseling	X	X	X	X	X	X	X
		Face-to-face Counseling	X unlimited	X - No Limit	X - 8 F2F	X - No Limit	X - 8 F2F	X - 8 F2F	X - 3 F2F
		24/7 Telephonic Counseling	X	X	X	X	X	X	X
		Educational Materials	X	X	X	X	X	X	X
		On-site Counseling & Support - <i>for issues such as distressing events, downsizing, etc.</i> **	X	X	X - \$250/HR	X - \$325/HR ¹	X	1 onsite free, \$225/hr	X
*	Staff Qualifications & Experience	Licensed or Credentialed in Social Work, Psychology, or related Mental Health Profession.	X	X	X	X	X	X	X
		Masters Degree Level	X	X	X	X	X	X	X
		Post-graduate Clinical Experience (4-5 yr Min)	X	X	X - 3 YRS	X	X	X	X
		3 Years EAP Experience & Knowledge, including experience in substance abuse	X	X		X	X	X	X
*	Telephone Coverage/Crisis Intervention	Toll-Free Phone Access	X	X	X	X	X	X	X
		Call During Normal Business hours or Access to After Hour Answering Service	X	X		X	X		
		Real 24-hour 7 days Counselor Accessibility - No normal business hours.	X		X			X	X
		Emergency Services	X	X	X	X	X	X	X
		Non-Emergency Services	X	X	X	X	X	X	X

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* Managerial & Executive Support	On-site Support Services	X	X	X	X	X	X	X
	Internet Services	X	X	X	X	X	X	X
	Educational Resources <i>(in print and online)</i>	X	X	X	X	X	X	X
	Training & Educational Seminars <i>(hrs included in fee) (units are 60-90 minute meetings)</i>	X 3-Unlimited	X - 4 HRS	X - 2 HRS	X - 2 HRS	X - 8 HRS	X - 6 HRS	X - 3 UNITS
	Healthfairs and Promotions	X	X	X	X	X	X	X
	Coaching & Skill Building	X	X	X	X	X	X	X
	Semi-Annual Meetings to review EAP	X	X	X	X	X	X	X
	Publication - <i>Newsletter or other EE coorespondence</i>	X	X	X	X	X	X	X
	Utilization Reports - <i>Annually, Semi-Annually or Quarterly</i>	X	X	X	X	X	X	X
	Voluntary or Mandatory Referrals	X	X	X	X	X	X	X
	24-hour Manager Services Counselors	X	X	X	X	X	X	X
Management for Employee Absenteeism and Leaves	X	X	X	X	X	X	X	
* Work/Life Services	Employee Support (in person, online or through management)	X	X	X	X	X	X	X
* Community Resources	Financial Assistance	X	X - 1X 30 MIN	X - 1X 30 MIN	X - 1X 30 MIN	X - 1X 30 MIN	X - 1X 30 MIN	X - 1X 30 MIN
	Legal Help	X	X	X	X	X	X	X
	Child Care, Elder Care OR Pet Care	X	X	X	X	X	X	X
	Educational Resources	X	X	X	X	X	X	X
	Translation Services	X	X	X	X	X	X	X
* Professional Fees	EAP Administration Cost	\$19,500 Flat Annual Fee	\$2.25 pepm	\$2.05	\$16.90 Per EE/YR	\$1.65 pepm	\$2.81 pepm	\$1.67 pepm
	Community Crisis Response Program	\$30,000 Annual Fee	Service Not Available	Service Not Available	Service Not Available	Service Not Available	Service Not Available	Service Not Available
	Rate Guarantee	1 Year	1 Year	5 Years	2 Years	4 Years	3 Years	1 Year
	Alt Plan (3+ F2F Sessions*)					\$1.40 pepm	\$3.01 pepm	
	EAP Training & Workshops (per hour rate)	Included	\$250.00	\$150.00	\$325.00	Varies	\$165 per Hr	Included
* References/ Testimonials	Village/Town/Municipality References	x	x	x	x	x	x	

* Perspectives offers 8 F2F, ERS offers 10 F2F