

Employee Assistance Program

Legislative/Human Resources Committee

June 13, 2017

EAP Selection Committee



Committee Chair:	Roger Wapner
Local 444:	Dwight George
Local 2019:	Wendy Ibarra
Local 21:	Catherine Humphrey
Management:	Jason Jimenez

District EAP History



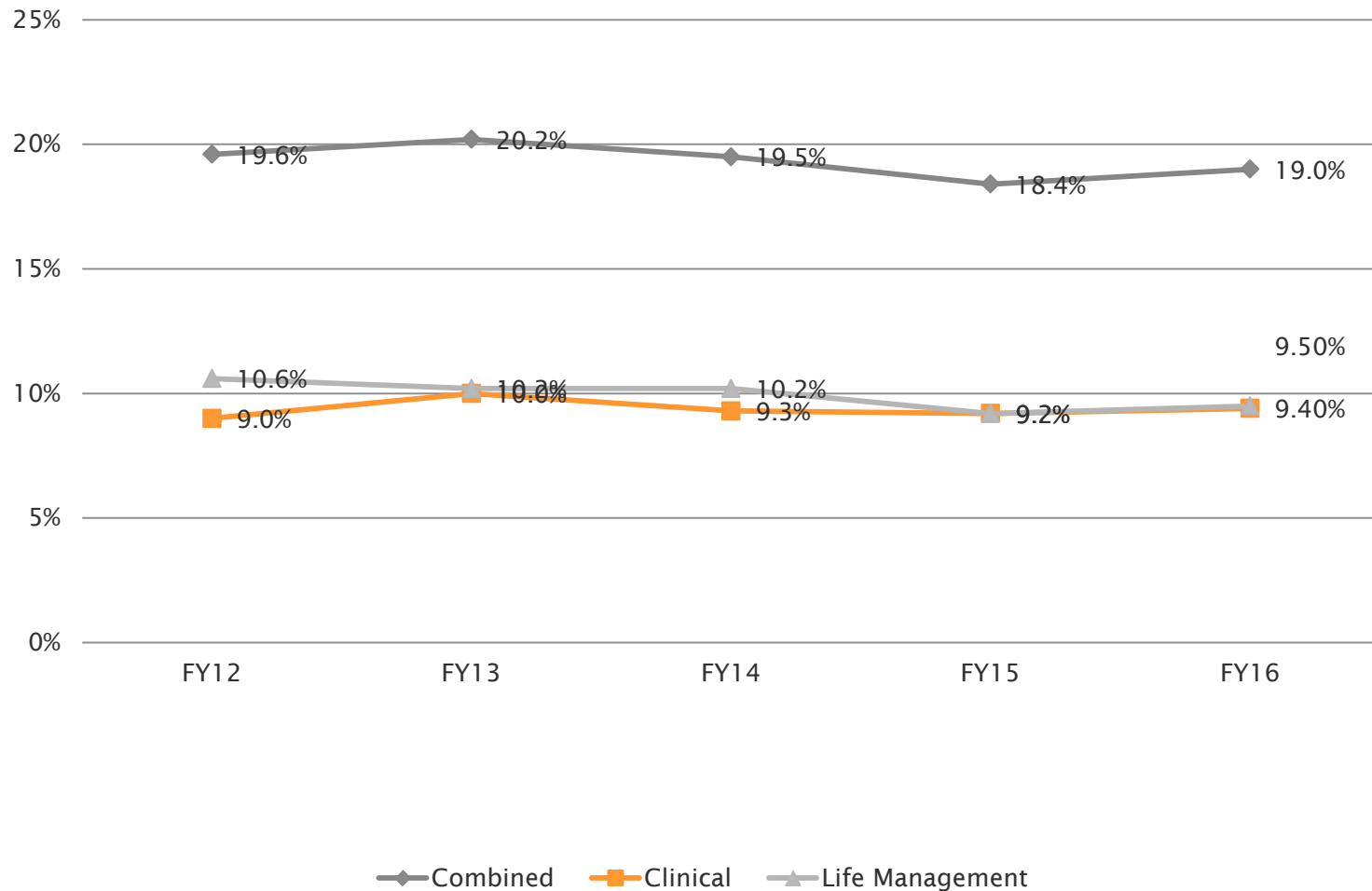
The District has been providing EAP services to employees since 1972.

The goal of the EAP is to provide confidential and timely problem identification and resolution for employees with personal concerns that may affect job performance before they become an employment or personal crisis.

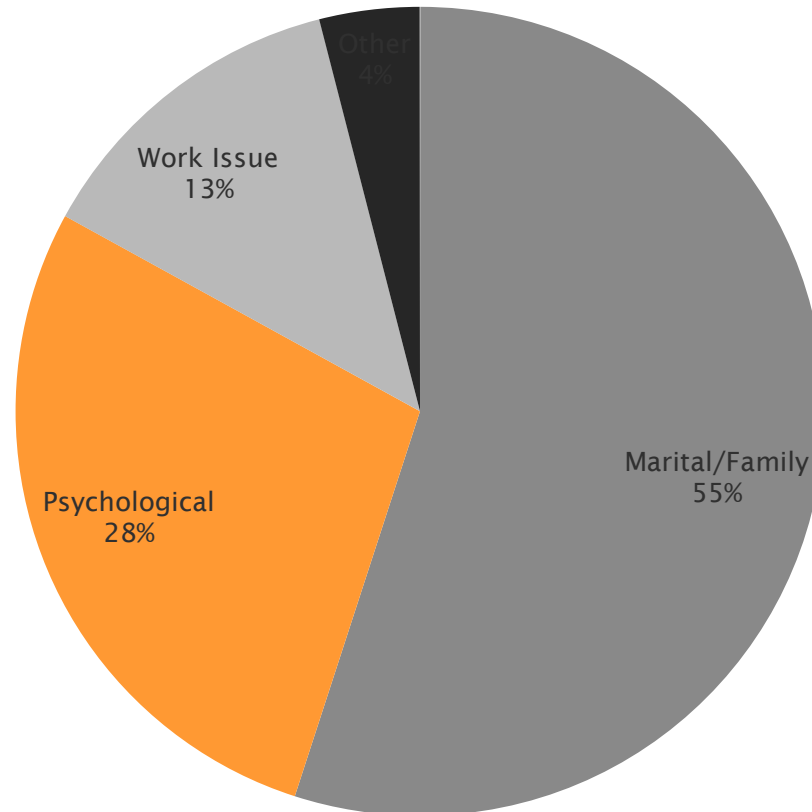
FY16 EAP Utilization



Five Year Utilization Trend: Percentages



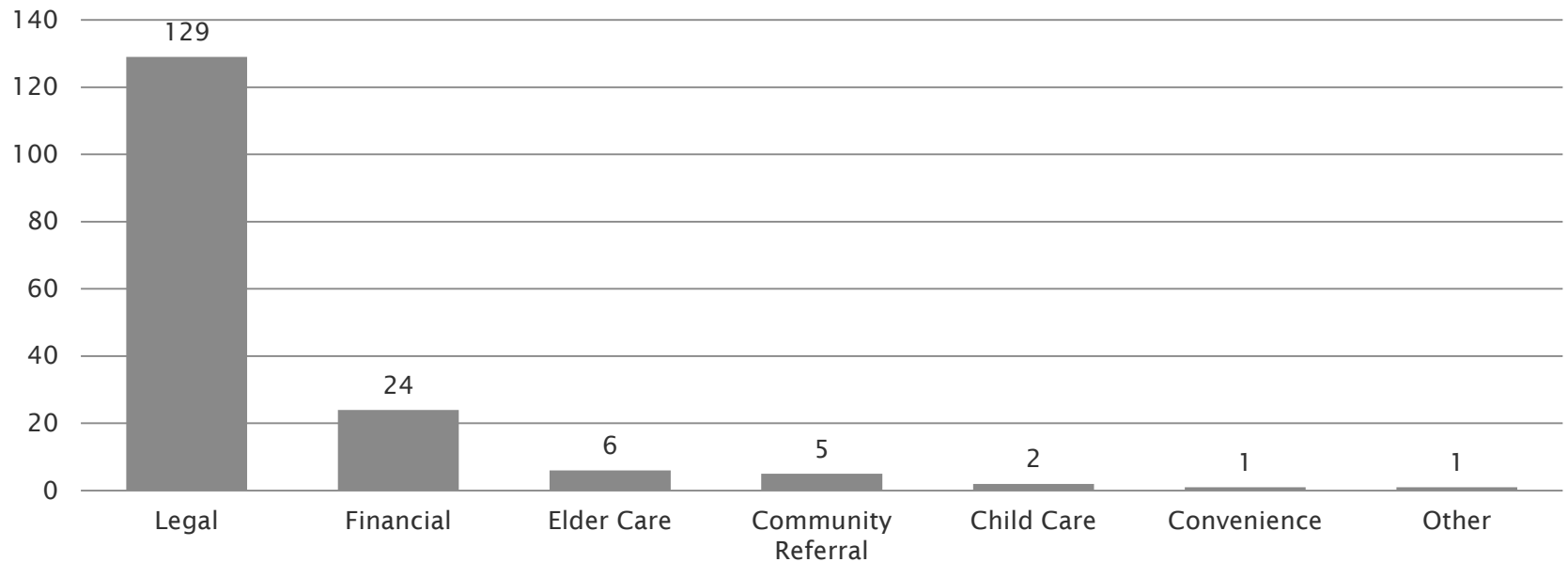
FY16 Presenting Problems for Clinical Cases



EAP: Life Management



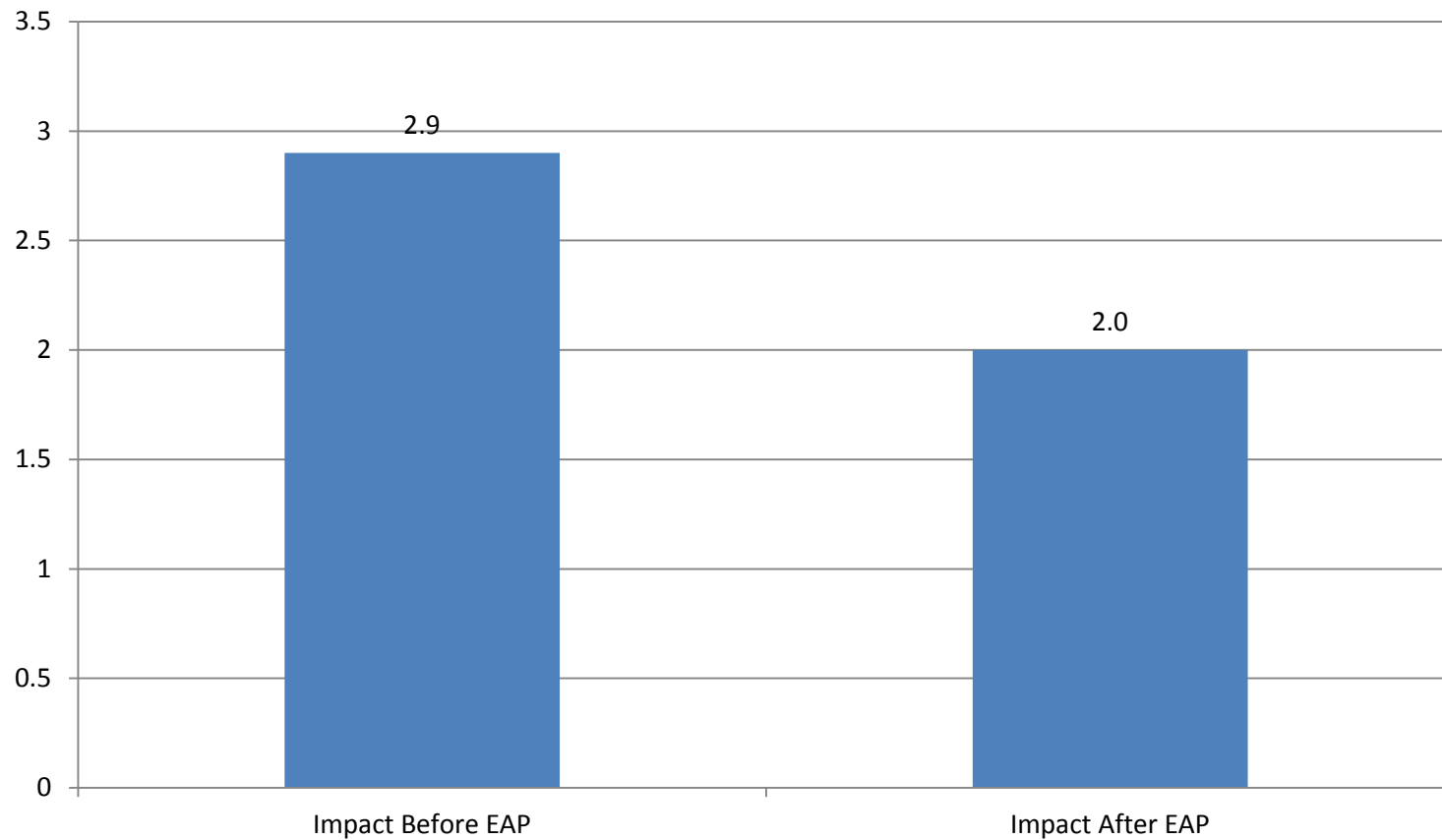
Life Management Issues



EAP Work Impacts



Client Self-Report: Impact of Presenting Issue on Work Performance Before and After EAP Counseling



FY16 Return On Investment



Return on Investment (ROI)	
Total EAP Premium Paid by EBMUD in FY16	\$110,684
Total Cost of Untreated Substance Abuse, Depression, and Other Cases	\$2,490,378
EAP Cost Reduction Factor	31%
Savings Generated by EAP	\$772,017
EAP ROI Total Amount	\$661,333
EAP ROI Ratio	5.97 to 1