

M Management Committee

For the Metropolitan Council meeting of December 10, 2008

ADVISORY INFORMATION

Date Prepared: November 18, 2008

Subject: Authorization to extend contract for the employee assistance program with DOR and Associates

Proposed Action

That the Metropolitan Council authorize the Regional Administrator to extend the contract for the employee assistance program with DOR and Associates (DOR) for a period of one year, increasing the total contract amount from \$225,000 to \$285,000.

Summary of Committee Discussion / Questions

A question was raised as to what the 7 - 8% utilization among Council employees versus the 2 - 3% national average infers about our Council employees. We feel the higher utilization is an indication of the confidence the employees have in the program, the trust in its confidentiality, referrals from the drug and alcohol testing program, and good marketing of the program. There was some discussion that bus operators' utilization is about 9% which may be indicative of stress levels associated with this position.

M Management Committee

Meeting date: November 12, 2008

ADVISORY INFORMATION

Date: November 3, 2008

Subject: Authorization to extend contract for the employee assistance program with DOR and Associates

District(s), Member(s): All

Policy/Legal Reference: Council policy 3-3 Expenditures – Procurement of Goods and Services Over \$250,000

Staff Prepared/Presented: Connie DeVolder, (612) 349-7668

Division/Department: Human Resources/Occupational Health

Proposed Action

That the Metropolitan Council authorize the Regional Administrator to extend the contract for the employee assistance program with DOR and Associates (DOR) for a period of one year, increasing the total contract amount from \$225,000 to \$285,000.

Background

- The Council went out for RFP for the employee assistance program in 2005, awarded the contract to DOR for a three year contract from January 1, 2006 through December 31, 2008.
- DOR has provided comprehensive employee assistance and substance abuse professional services for the duration of this contract.

Rationale

- We have just begun a project with DOR to sunset the peer support program in Environmental Services and replace with promoting the same services available confidentially through DOR. We were planning to end peer support in the next two-three months and this would be difficult if we were potentially changing EAP providers.
- We are working with DOR on a project to promote DOR utilization especially in the area of wellness. DOR has some very good wellness resources, such as 'Spark People' that fit very nicely with our Fit for Life program.

Funding

- DOR has agreed to guarantee the current pricing of \$1.31 per employee per month for another year; such a price guarantee is financially beneficial to the Council.

Known Support / Opposition

- Currently all the customers at Metro Transit and Environmental Services are very satisfied with the service received by DOR and Associates, Inc.