



REQUEST FOR BOARD ACTION

ITEM NO. 7.

DATE OF MEETING: November 7, 2011

REQUESTED BY: Amber Parker, Human Resources Director

SHORT TITLE: Resolution to Authorize a Contract and Purchase Order with McLaughlin Young Employee Services to Expand Employee Assistance Program Services for \$6,718.32.

BACKGROUND: The results of the Training Needs Assessment, Employee Satisfaction Survey, and a review of personnel issues conducted in 2010 and 2011 shows that Pender County employees are experiencing job-related and personal stress. An employee assistance program (EAP) is designed to assist employees with job-related and personal issues that can lead to reduced productivity. An EAP is also an excellent tool for managers to use to assist with improving poor employee performance. This program is already in place with McLaughlin Young Employee Services for employees in the Sheriff's Department and it would be beneficial to apply the benefit to all regular and permanent County employees.

This program is provided for in the newly adopted Pender County Employee Personnel Policies (for all employees) and funds are budgeted specifically for this in the FY 11-12 budget.

The proposed EAP program includes a 24/7 assistance hotline, up to six (6) counseling sessions per issue for each employee and their dependents, bereavement services, after-termination services, management consultation, service locators and web-based training and wellness seminars.

The cost to expand this program to include all regular and permanent County employees is \$6,718.32.

SPECIFIC ACTION REQUESTED: To consider approving a resolution authorizing a contract and purchase order with McLaughlin Young Employee Services to expand Employee Assistance Program Services to all regular and permanent County employees for \$6,718.32

COUNTY MANAGER'S RECOMMENDATION

Respectfully recommend approval.

RS
Initial

RESOLUTION

NOW, THEREFORE BE IT RESOLVED by the Pender County Board of Commissioners that:

the Board hereby authorizes a purchase order to McLaughlin Young Employee Services in the amount of \$6,718.32. The Chairman/County Manager is authorized to execute any/all documents necessary to implement this resolution.

Account #: 425-404500 (Contracted Services)

AMENDMENTS:

MOVED _____ SECONDED _____

APPROVED _____ DENIED _____ UNANIMOUS _____

YEA VOTES: Brown ___ Tate ___ Rivenbark ___ Ward ___ Williams ___

George R. Brown, Jr., Chairman Date

ATTEST Date