

EAP Plan Design & Rate Sheet for 1/1/2022 thru 12/31/2022

Shelby County Fiscal Court

Employer Contribution: 100% employer paid
Participation: 100% non-voluntary

Service Description	Enhanced EAP (employee and employer services)
Toll-free, 24/7 telephone consultation and referral services	✓
Face-to-face counseling visits per issue per year offered to employees and household members	No. of visits: 4
Financial Consultation: Unlimited, telephone consultations with a Certified Consumer Credit Counselor	✓
Legal Referrals & Discounted Fees: Free, 30-minute telephone or in- person consultation with a qualified attorney, 25% discount on attorney fees after consultation	✓
Identify Theft Recovery: telephone consultation to help recovery from and minimize the impact of a breach of identify	✓
Live Tobacco Free: online education; resources available via EAP website	✓
Unlimited child and elder care web-based self-search feature	✓
Unlimited telephone consultation with a child or elder care specialist: needs assessment and assisted search	✓
Unlimited web-based convenience/and daily living resources such as household maintenance, relocation, pet care, etc.	✓
Unlimited telephone consultation to assist with convenience and daily living resources	✓
EAP website resources	✓
Designated EAP clinical account manager	✓
Supervisor/Manager telephone consultation	✓
Substance abuse policy: consultation and recommendations	✓
Case assistance for management referrals, return to work, etc.	✓
Workplace trauma response: consultation and recommendations	✓
Critical Incident Response (CIR)	4 hours
Introductory employee EAP orientation	EAP Website or Bank of Hours
Onsite services including supervisor/manager training, employee wellness seminars, health fair representation	6 Bank of Hours:
EAP promotional materials – posters, flyers, employee brochures, monthly electronic flyer, etc.	✓
Utilization reports (to employer)	✓
PEPM (1/1/2021 thru 12/31/2021)	\$1.10