



**TO:** Honorable Mayor & Members of the  
Fort Lauderdale City Commission

**FROM:** Lee R. Feldman, ICMA-CM, City Manager

**DATE:** October 21, 2014

**TITLE:** Consent Motion Approving Enhanced Employee Assistance Program  
Purchase - \$10,752

---

**Recommendation**

It is recommended that the City Commission approve the first amendment to the City's agreement with third party administrator Connecticut General Life Insurance Company (Cigna) for the City's self-funded group health and wellness program and exercise an option to purchase behavioral health services for enhancement to the City's Employee Assistance Program (EAP) in an estimated amount of \$10,752. In addition, it is recommended that the City Commission authorize the continuation of this service during any renewal period of the underlying agreement, contingent upon appropriation of funds.

**Background**

This enhancement to the City's Employee Assistance Program (EAP) will provide employees with services ranging from telephonic problem solving sessions, to face-to-face counseling, work/life referrals, managerial consultations, and customized wellness seminars to meet employee needs. Cigna has a national network of more than 29,000 EAP specialists as part of their behavioral health network, including psychologists, social workers, and other licensed master's-level therapists, who specialize in EAP services. This enhancement to the City's EAP has tools to help reduce stress and in turn support employee well-being, reduce absenteeism and increase productivity.

The City's contract with Connecticut General Life Insurance Company (Cigna), as the third party administrator for the City's self-funded group health and wellness program, provides for the administration of this optional EAP enhancement on a per-employee-per-month fee. The estimated ongoing yearly cost will be \$64,512 and is based upon a \$2.24 per-employee-per-month fee multiplied by an estimated 2,400 employees multiplied by twelve months ( $\$2.24 \text{ per employee} \times 2,400 \text{ employees} = \$5,376 \text{ per month} \times 12 \text{ months} = \$64,512 \text{ estimated cost}$ ). The exhibit to the first amendment is available for your review upon request.

Staff requests that the City Commission approve the first amendment to the City's agreement with third party administrator Connecticut General Life Insurance Company (Cigna) for the City's self-funded group health and wellness program and exercise an option to purchase behavioral health services for enhancement to the City's Employee Assistance Program (EAP) in an estimated amount of \$10,752 for November 1, 2014 through December 31, 2014. In addition, it is recommended that the City Commission authorize the continuation of this service during any renewal period of the underlying agreement, with an estimated first year cost of \$64,512, contingent upon appropriation of funds.

**Resource Impact**

<i>Funds available as of October 1, 2014</i>					
ACCOUNT NUMBER	INDEX NAME (Program)	OBJECT CODE/ SUB-OBJECT NAME	AMENDED BUDGET (Object Code)	AVAILABLE BALANCE (Object Code)	PURCHASE AMOUNT
543-HRD050101-3110	Claims Administration	Services/Materials /Employee Assistance Program	\$120,000	\$120,000	\$10,752
<b>PURCHASE TOTAL ►</b>					\$10,752

**Strategic Connections**

This item is a *Press Play Fort Lauderdale Strategic Plan 2018* initiative, included within the Internal Support Cylinder of Excellence, specifically advancing:

- Goal 11: Be a well-trained, innovative, and neighbor-centric workforce that builds community.
- Objective 1: Foster professional and rewarding careers.
- Objective 2: Improve employee safety and wellness.

This item advances the *Fast Forward Fort Lauderdale 2035 Vision Plan: We Are United*.

Attachment(s): Exhibit 1 – Cigna First Amendment to Agreement

Prepared by: Matthew Cobb, Risk Management Coordinator

Department Director: Averill L. Dorsett, Human Resources Director