

## MEMORANDUM

**DATE:** January 11, 2019

**TO:** Management Labor Advisory Committee (MLAC)

**SUBJECT:** EAP Program for Oregon Career Professional Fire Fighters

The Special Districts Association of Oregon (SDAO) has partnered with Public Safety EAP a Division of ESI to provide all career professional firefighters in Oregon an Employee Assistance Program (EAP) specifically designed for emergency responders. The program will be unveiled to all local government career professional fire fighters in January 2019 free of charge to the individual. Although SDAO only insures fire districts the program is available to cities and fire districts for whom we do not provide workers compensation coverage.

The program is specifically designed for fire and public safety and utilizes mental health professionals that specialize in fire and EMS issues.

The EAP program offers many services and benefits for its users. It is a simple process to get help, there is one phone number for Oregon's career professional fire fighters to call.

The benefits include:

### Employee Benefits and Services

- Unlimited 24/7 phone access to confidential counseling – Family members are covered as well
- Up to 6 in person counseling sessions per year, per issue
- Work-Life Benefits
  - Legal, financial, caregiver benefits, adoption benefits, special needs benefits, personal assistant, information resources, public safety resource center, tools for tough time, pet information
- ESI Training and Personal Benefits
  - Personal development, personal finance and education center, management academy
- Wellness Resource Center and Lifestyle Benefits
- Stress Assessment and Services

### **Peak Performance Coaching and Benefits and Services**

- Certified financial coaching, balancing life at work and home coaching, resilience coaching, effective communication coaching, yoga and relaxation coaching for beginners, workplace conflict coaching, certified student debt coaching, home purchase coaching, retirement coaching, succeeding as a supervisor coaching

### **Certified Wellness Coaching**

#### **Administrative Services**

- EAP member and supervisor orientation, EAP ongoing communication and engagement, automated digital communication, EAP mobile App

#### **Manager, Supervisor and HR Services**

- Human Resource consultations, Administrative Referral, Supervisor resource center, drug free workplace, HR web café