

Employee Assistance Program Plan Design and Rates

Customer: City of Branson
Effective: 1/1/2016-12/31/2016



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: 5
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; telephone consultation with a trained tobacco cessation coach	✓
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 Stress Debriefing (CISD)	4 hours per contract year
Introductory employee EAP orientation	EAP Website or Bank of Hours
Onsite services including supervisor/manager training, employee wellness seminars, health fair representation	Bank of Hours: 8
EAP promotional materials ñ posters, flyers, employee brochures, monthly electronic flyer, etc.	✓
Utilization reports (to employer)	✓
PEPM Rate	\$1.91

EAP Contact Information:

EAP Toll Free Number: 800-865-1044

EAP Website: www.anthemead.com

Web Login: City of Branson

EAP Account Manager:

Danielle Grafman

Email: danielle.grafman@anthem.com

Tel: 314-365-3753

- Customization available for groups over 1000 employees
- Pricing may be subject to revision should assumptions detailed above change
- The EAP may be purchased independently from medical/specialty products. The EAP is available to all employees regardless of medical plan election.
- Additional on-site manager training and/or education workshops are available for \$250/hour. Additional CISD services are available at \$300/hour per facilitator and location. Travel fees are billed at cost
- Printed materials will be shipped to a central client location for distribution; shipping to additional locations will be priced and billed separately

Anthem EAP Services do not include the following:

- EAP Service Provider is not responsible for the inclusion or exclusion of any particular service or benefit under an EAP participant's other coverage, such as a group health plan or health benefit/insurance plan
- Fitness-For-Duty Evaluations; Expenses related to Substance Abuse Professional (SAP) services
- Authorizations for an employee to take a leave of absence or time off from the workplace
- Evaluations or reports for a legal proceeding; Counseling mandated by a court of law or government agency; Specialized treatment or evaluations required as a condition of parole, probation, custody, visitation or forensic evaluations
- Determinations/reports related to Family Medical Leave Act or Short/Long Term Disability

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