

## **EAP UPDATE (JAN 1 – AUG. 31, 2007)**

### **EAP ACTIVITIES AND DIRECT SERVICES**

245 employees have received assistance in the first two trimesters of 2007. When this rate of initial contacts is projected for the whole year it shows a 10% increase in utilization over last year.

246 follow-up visits and calls were made

524 employees received stress management information via video presentation by the EAP Coordinator.

24 presentations were made and at each, an EAP brochure was handed out as well as a short talk explaining the program.

(since August 2006, 1370 employees have received this presentation. 51 presentations))

360 employees received alcohol abuse and responsible drinking education.  
9 sessions.

70 Key personnel received early intervention training.  
4 sessions.

96 case consultations were conducted with Key personnel.

2 EAP Newsletters were created, produced and distributed all City employees.

**The EAP Coordinator (EAC) has been integral in establishing a Wellness program for City of Milwaukee employees.** At this point there are teams set up in all City departments and most have their mission statement and operating procedures put together as well as conducting surveys and activities.

This has been a group effort and by no means is the EAC solely responsible for all the developments, but **he has been the one that has kept it moving by arranging meetings, agendas, sending wellness information to the department teams, serving as the central “go to guy” and chairperson of the City Wellness Steering Committee.**

**The EAC has been an active member of the focus group strategizing the set up of the computerized Early Intervention Program in the Milwaukee Police Department.** Not only is the EAC involved in the set up, but also will be involved in training and a resource for officers who may need assistance.

**Both of these initiatives will increase the number of people utilizing EAP services!**

**MAJOR CHANGES – REDUCTION OF EMPLOYEE ASSISTANCE  
COORDINATOR’S POSITION TO 60%.**

**Losing 40% of this position means losing 40 % of the City of Milwaukee’s Employee Assistance Program.** The Coordinator is the only person staffed to this program. This will mean the EAP will be available 24 hours a week....three days to serve almost 8,000 employees, and their families

**I would not have been able to have accomplished all the work that resulted in the above statistics by working three days a week.**

**All facets of the program would be affected:** outreach activities, training programs, availability for clients and key personnel, follow up and revisits, case management. The reality is that even now with a 100% position it has been more and more difficult to keep up with case work and management due to added responsibilities with the Wellness program initiatives. I have had to prioritize.

**The position’s workload has increased, and stands to continue to increase by the added intervention initiatives – The Wellness program and the Police Departments Early Intervention program.**

**Increase in duties, increase in caseload .....and DECREASE in work time..... almost half!**

**Surveys of EAP clients consistently show a nearly 100% satisfaction rate and 60 – 66% indicate an improvement in performance.**

**Mines and Associates, a national Business Psychology Firm indicates that there is an 8-20 dollar return for every one dollar invested in providing EAP services!**

**The bottom line to this cut would be less EAP impact into the workforce and an overall decline in the attendance, performance, and safety of City of Milwaukee employees.**