



**EAST BAY REGIONAL PARK DISTRICT  
BOARD OF DIRECTORS MEETING  
AGENDA STAFF REPORT**

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<b>DATE</b>	April 2, 2024
<b>TITLE</b>	Authorization to Execute an Amendment to the Two-Year Agreement with Concern to Add the First Responder Program Services to the Employee Assistance Program in the Amount of \$25,000
<b>DIVISION</b>	Human Resources
<b>FROM</b>	Monica Alvarez-Selles, Benefits Manager Allyson Cook, AGM Human Resources
<b>APPROVED</b>	Sabrina Landreth, General Manager 

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**RECOMMENDATION**

The General Manager recommends that the Board of Directors authorize a contract amendment to the two-year agreement with Concern to add the first responder program services to the Employee Assistance Program (EAP), in the amount of \$25,000 Increasing the Total Contract Amount to \$145,000.

**BACKGROUND**

On April 18, 2023, the Board of Directors authorized execution of a two-year contract with Concern as the new EAP provider for employees, which includes five (5) EAP counseling sessions per employee, per incident, per contract year, in addition to 24-hours a day, 7-days per week, 365 days a year EAP Services, access to BetterHelp Counselors, six (6) hours of Critical Incident Response (CIR) debriefs with the option to purchase additional hours as needed, among other mental health and other confidential supportive services.

Concern has an add-on First Responder Program available that opens access to a network of mental health professionals who are trained and experienced in working with sworn safety officers, to provide priority support in response to traumatic, critical incidents and to combat the stigma around seeking wellness resources. The First Responder specialty panel has trauma-trained specialists who specialize in cognitive behavioral therapy, brainspotting therapy and other techniques to address PTSD, anxiety, and depression, and focus on providing timely response for CIR stress debriefing.

On March 21, 2023, the Board of Directors authorized acceptance of grant funds from the California Board of State and Community Corrections' (BSCC) Officer Wellness and Mental Health grant program in the amount of \$37,912. Through this available grant funding, Human Resources will work collaboratively with Public Safety to implement this program for applicable Park District sworn safety officers to provide access to the First Responder Program resources that are specifically tailored for law enforcement professionals. The Park District has the opportunity to utilize the BSCC grant funds to enhance the Concern EAP services to offer direct support for the unique needs of Park District peace officers.

## **ANALYSIS**

Over the last five years, and especially since the onset of COVID-19 pandemic coupled with the shift in community dynamics with law enforcement, Park District Public Safety employees have experienced an increased need for mental health support as a result of emergency response to calls and critical incident response services for Park District employees and members of the public, as well as partnering with other law enforcement agencies. National statistics show mental health disorders are drastically rising in the law enforcement profession. The traumatic mental injury that some critical incidents cause can deeply impact staff members and have a ripple effect on their well-being, work performance, as well as their families.

The Concern First Responder Program will provide the Park District the opportunity to improve access to trained mental health and wellness specialists trained to support law enforcement professionals in need of additional support following critical incidents and provide proactive educational sessions that can be organized and offered to Public Safety employees and their families. Although BSCC grant funds will be utilized specially for peace officers, all Public Safety employees responsible for critical incident response will continue to have access to CIR debriefs following potential traumatic events.

## **FISCAL IMPACT**

The Concern contract is based on employee headcount and the Per Employee Per Month (PEPM) is at \$5.35, with the potential increase to \$5.89 PEPM if the utilization rate in year one exceeds sixteen percent (16%) and the base contract of \$120,000 is included in the Human Resources Division annual budget.

Authorization to execute the \$25,000 Concern contract amendment increase to add the First Responder Program will be supported by existing BSCC grant funds awarded to Public Safety and will have no additional cost to the Park District (Project No. 559400). Under the grant requirements, BSCC funds can only be applied to services that support peace officers as defined under Penal Code section 830.1. General EAP services including First Responder Program services will be \$12.60 PEPM and estimated at \$20,000 with an additional \$5,000 in grant funds allocated to support mental health and wellness educational sessions and other special services that can be offered to peace officer employees covered under the BSCC grant. The contract term will remain through May 31, 2025.

## **ATTACHMENTS**

No attachments.



**EAST BAY REGIONAL PARK DISTRICT  
RESOLUTION NO. 2024 – 04 -  
APRIL 2, 2024**

**AUTHORIZATION TO EXECUTE AN AMENDMENT TO THE TWO-YEAR  
AGREEMENT WITH CONCERN TO ADD THE FIRST RESPONDER PROGRAM  
SERVICES TO THE EMPLOYEE ASSISTANCE PROGRAM IN  
THE AMOUNT OF \$25,000**

**WHEREAS**, the East Bay Regional Park District (Park District) has agreed to provide an Employee Assistance Program (EAP) to all its employees including Permanent, Temporary, Seasonal Staff, and Elected Officials; and

**WHEREAS**, Concern has an existing contract to provide EAP services for a two-year Period that began on June 1, 2023 at a rate of \$5.35 Per Employee Per Month (PEPM) for the first year with a potential increase to \$5.89 PEPM should utilization exceed 16% in year one, and is paid from the Human Resources annual budget; and

**WHEREAS**, the Public Safety Division has existing grant funds in the amount of \$37,912 from the California Board of State and Community Corrections' (BSCC) Officer Wellness and Mental Health grant program that can be used in support of peace officers as defined under Penal Code 830.1 (Park District Project No. 559400); and

**WHEREAS**, the \$25,000 increase and amendment to add the First Responder Program to the Concern EAP contract will be \$12.60 PEPM to support peace officer employees with BSCC grant funds which is estimated at \$20,000 with an additional \$5,000 in BSCC grant funds allocated for wellness and mental health education sessions or special services; and

**NOW, THEREFORE BE IT RESOLVED**, that the Board of Directors of the East Bay Regional Park District hereby authorizes the \$25,000 increase and amendment to the Concern contract increasing the total contract amount from \$120,000 to \$145,000 with no change to the contract term of June 1, 2023 through May 31, 2025 as presented to the Board on April 2, 2024; and

**BE IT FURTHER RESOLVED**, that the General Manager is hereby authorized and directed, on behalf of the Park District and in its name, to execute and deliver such documents and to do such acts as may be deemed necessary or appropriate to accomplish the intentions of this resolution.

Moved by Director \_\_\_\_\_, and seconded by Director \_\_\_\_\_, and adopted April 2, 2024, by the following vote:

FOR:

AGAINST:

ABSTAIN:

ABSENT:

