

AGENDA ITEM
June 15, 2021

Subject: Life/Work Assistance Program

Department: Administration

Some mental health professionals predict that the impact of the COVID-19 pandemic will reverberate for years to come. This concern has prompted City Administration to provide additional support services to all full-time and part-time employees.

The Life/Work Assistance Program will provide funding for employees to seek mental and emotion well-being.

Manager Notes:

- Currently we have 85 full-time and 14 part-time employees.
- The 2021 budget included a 5% increase for insurance coverage (Est \$50,000).
- 2021 renewal insurance coverage resulted in no increase and I plan on appropriating these budgeted fund for the Life/Work Assistance Program.
- The fringe benefit will provide a taxable amount of \$500.00 to all full-time employees and \$250.00 to all part-time employees. This is not a Bonus or Incentive but a program to address the employees mental and emotional well-being
- Fund Breakdown:
 - **\$24,350.00** to the General Fund
 - **\$2,995.00** to the Street Fund
 - **\$5,000.00** to the Parks Fund
 - **\$13,655.00** to the Water/Sewer Fund
 - **Total: \$46,000.00**
- The total amounts may vary slightly due to new hires or resignations. The requested funding is a not-to-exceed \$50,000.00

BILL NO. 2021-039

ORDINANCE NO.

A SPECIAL ORDINANCE OF THE CITY OF NEVADA, MISSOURI AUTHORIZING A TRANSFER OF APPROPRIATION TO THE 2021 BUDGET TO PROVIDE FUNDS FOR AN EMPLOYEE ASSISTANCE FRINGE BENEFIT.

WHEREAS, the COVID-19 pandemic has taken a toll on the employees' mental well-being resulting in intensified work stress and family stress,

WHEREAS, these COVID-19 stressors has greatly impacted workplace efficiency causing heightened aggravation, trouble concentrating, losing interest in activities, and increased usage of sick leave and;

WHEREAS, The City of Nevada offers limited services for Employee Assistance programs and additional support services are essential to the employees' well-being and;

WHEREAS, The Charter of the City of Nevada, Section 6.8, provides the City Manager a budget appropriation mechanism and;

WHEREAS, The City Manager certifies there are available revenues and determined that \$50,000 will provide the necessary funding for a Life/Work Assistance Program;

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF NEVADA, MISSOURI, THAT:

Section 1. A budget adjustment in the amount of \$24,350.00 to the General Fund, \$2,995.00 to the Street Fund, \$5,000.00 to the Parks Fund and \$13,655.00 to the Water/Sewer Fund to provide funding for a Life/Work Assistance Program.

Section 2. The financial allocations shall not exceed \$50,000 combined from all funds. The City Manager may correct allocations to specific accounts as necessary to carry out the purpose of this ordinance.

Section 3. This ordinance shall be in full force and effect after its passage.

PASSED, APPROVED AND ADOPTED, by the City Council of the City of Nevada, Missouri, this _____ day of _____, 2021.

(SEAL)

George Knox, Mayor:

Michele Bailey, City Clerk