

ORDINANCE NO. 121-20

**AN ORDINANCE TO AUTHORIZE THE MAYOR TO ENTER
INTO A CONTRACT WITH IMPACT SOLUTIONS EAP, LLC AND ALLONE
HEALTH RESOURCES, INC. TO PROVIDE AN EMPLOYEE
ASSISTANCE PROGRAM FOR ALL CITY EMPLOYEES
AND DECLARING AN EMERGENCY**

WHEREAS, the Administration has determined that City employees could obtain added benefits by entering into an employee assistance program (AEP) with bona fide entities that provide such services; and

WHEREAS, Impact Solutions EAP, LLC and AllOne Health Resources, Inc. are entities that provide EAPs to businesses and local governments to enable employees to function at as high a level as possible; and

WHEREAS, these entities will provide, among other things, live, immediate assistance, personal assistants, life/wellness coaching, medical advocacy, mental health counseling and legal/financial/identity theft consultations; and

WHEREAS, the City's Human Resources Specialist, together with the Finance Department have conducted interviews with representatives of these entities and finds the services they offer to be beneficial to the City employees and recommends contracting with these companies to increase efficiency and productivity in the City's labor force; and

WHEREAS, Council based upon the recommendation of the Administration, finds that contracting with Impact Solutions EAP, LLC and AllOne Health Resources, Inc. will be in the best interest of the City's work force and in the best interests of the health, safety and welfare of the citizens of Avon in maintaining a well-adjusted and highly productive pool of workers.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF AVON, LORAIN COUNTY, OHIO:

Section 1 - That Council hereby authorizes the Mayor or the Finance Director to enter into contracts with Impact Solutions EAP, LLC and AllOne Health Resources, Inc or any subsidiary of them, for the purpose of establishing an employee assistance program (EAP) in substantially the same form as set forth in Exhibit A which is attached hereto and incorporated herein by this reference.

Section 2 - Payment is to be made from the General Fund pursuant to the directives of the Finance Director in the estimated amount of Thirteen Thousand, Three Hundred and Five (\$13,305.00) Dollars, based on current employment. Further, the Finance Director is authorized to increase appropriations to Fifteen Thousand (\$15,000) Dollars in calendar year 2021 to cover the cost of any additional hires.

Section 3 - That it is found and determined that all formal actions of this Council concerning and relating to the passage of this Ordinance were adopted in an open meeting of this

Council, and that all deliberations of this Council and of any of its committees that resulted in such formal actions were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Section 4 - That this Ordinance is hereby declared to be an emergency measure necessary for the preservation of the public peace, health, safety and welfare of the citizens of the City of Avon, Ohio; the immediate emergency being the necessity to enter into contracts for the creation of an employee assistance program for municipal employees; therefore this Ordinance shall take effect and be in full force immediately upon its passage and approval by the Mayor

PASSED: _____ DATE SIGNED: _____

By: _____
Brian Fischer, Council President

DATE APPROVED BY THE MAYOR _____

Bryan K. Jensen, Mayor

APPROVED AS TO FORM:

John A. Gasior, Law Director

ATTEST:

Gail A. Hayden
Assistant Clerk of Council

POSTED: _____
In Five Places as
Provided by Council

Prepared by:
John A. Gasior, Esq.
Law Director