

**SIDE LETTER AGREEMENT**

BETWEEN  
THE CITY OF SAN JOSE  
AND  
THE MUNICIPAL EMPLOYEES' FEDERATION, AFSCME, LOCAL 101 (MEF)

**EMPLOYEE ASSISTANCE PROGRAM**

The parties acknowledge that EAP is a 100% City paid benefit that provides confidential mental health and work-life support services to benefited City employees who work 20 hours or more per week and their dependents.


Currently, non-sworn employees and their dependents receive 5 counseling sessions for each personal incident that prompts treatment per year. Public Safety Dispatchers, and their dependents receive unlimited counseling sessions. All employees and their dependents have access to a 24-hour crisis intervention service by telephone.

Managed Health Network (MHN) has been the provider of the City's sworn and non-sworn staff EAP and Critical Incident Stress Debriefings programs since July 1, 1994, except for a short period from 2012 to mid-2014. MHN advised the City that they will no longer offer unlimited counseling sessions to sworn employees upon the expiration of its current contract ending on December 31, 2022. Staff conducted an RFP which resulted in Concern being selected as the new EAP provider effective January 1, 2023. As such, effective January 1, 2023, Concern will provide 8 EAP sessions for non-sworn employees and their dependents per incident per year and 20 EAP sessions for Public Safety Dispatchers and their dependents per incident per year.

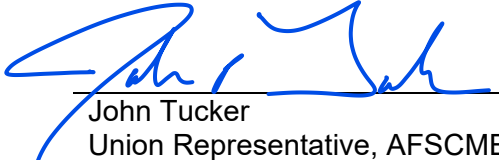
The parties agree that through June 30, 2023, additional EAP sessions over the 20 noted above will be provided to Public Safety Dispatchers in the Fire Department on a case-by-case basis if deemed necessary by the clinician.

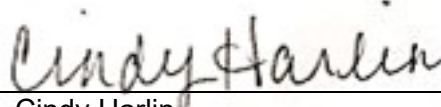
This agreement shall become effective on the first full pay period after this agreement has been signed by all parties below and will expire on June 30, 2023.

**FOR THE CITY:**

 9/6/2022  
\_\_\_\_\_  
Jennifer Schembri Date  
Director of Human Resources  
Director of Employee Relations

**FOR THE UNION:**

 9/6/22  
\_\_\_\_\_  
John Tucker Date  
Union Representative, AFSCME

 9/6/2022  
\_\_\_\_\_  
Cindy Harlin Date  
MEF President