



NIAGARA REGIONAL POLICE SERVICE

Police Service Board Report

PUBLIC AGENDA

Subject: Employee and Family Assistance Program – Optional Renewal
Report To: Chair and Members, Niagara Police Service Board
Report Date: 2024-12-03

Recommendation(s)

That the Niagara Police Service Board (Board) receive this report for information.

Key Facts

- In 2021, the Regional Municipality of Niagara (Region) and the Service jointly entered a contract with LifeWorks (Canada) Ltd. (formerly Morneau Shepell Ltd., now TELUS Health) for the provision of an Employee and Family Assistance Program (EFAP).
- The initial term of the contract was for a 2-year period beginning January 1, 2022 and ending December 31, 2023, with 3 optional renewal periods of 1-year each.
- The purpose of this report is to inform the Board that the Service has joined the Region in exercising its option to extend the contract for a 1-year term for the period January 1, 2025, to December 31, 2025.

Financial Considerations

The cost for services included in the 1-year term is \$30,858.72 (Term Three as outlined under Analysis).

Analysis

In 2021, in conjunction with the Region and following a formal Request For Proposal process, the Board approved the engagement of TELUS Health (formerly Lifeworks Inc.), as the EFAP provider for the Service on the following basis:

- Term One – January 1, 2022 to December 31, 2023 (initial term of contract)
- Term Two – January 1, 2024 to December 31, 2024 (first optional renewal)
- Term Three – January 1, 2025 to December 31, 2025 (second optional renewal)
- Term Four – January 1, 2026 to December 31, 2026 (third optional renewal)

After the initial 2-year term, both the Region and the Service opted to renew the contract with TELUS Health for a second term, the first of three optional 1-year renewal periods. The third term, a second 1-year renewal period is from January 1, 2025 to December 31,

2025, and once again, both the Service and the Region will be exercising our option to renew the contract.

The Service and the Region will consult again regarding the continuation of the contract for services with TELUS Health and will consider further optional 1-year renewals as appropriate.

Alternatives Reviewed

There is no alternative to the Board receiving this report for information.

Relationship to Police Service/Board Strategic Priorities

The engagement of an EFAP provider is one element of the Service's commitment to promote and enhance member wellness and resiliency, which is a goal within the 2022-2025 Strategic Plan.

Relevant Policy Considerations

Not applicable.

Other Pertinent Reports

Niagara Region - 2021-RFP-69 Employee and Family Assistance and Critical Incident Response Program.

This report was prepared by Linda Blood, Director Human Resources, Human Resources. Recommended by Sandy Staniforth, Acting Deputy Chief, Support Services.



Submitted by:

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Appendices

Not applicable.