

## RESOLUTION R- 3311

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF KIRKLAND APPROVING THE ESTABLISHMENT OF AN EMPLOYEE ASSISTANCE PROGRAM AND AUTHORIZING THE CITY MANAGER TO ESTABLISH SUCH A PROGRAM FOR CITY OF KIRKLAND EMPLOYEES IN ORDER TO PROVIDE COUNSELING AND OTHER SUPPORT ASSISTANCE IN THOSE AREAS OF EMPLOYEE PERSONAL PROBLEMS WHICH MAY AFFECT JOB PERFORMANCE.

Whereas, the establishment of an employee assistance program designed to provide counseling and other professional support assistance to City employees with personal problems that affect their job performance not only provides benefit to such employees and their co-workers, but also results in improved delivery of City services which is a direct public benefit; and

Whereas, the establishment and implementation of employee assistance programs by other public agencies have, from the standpoint of the agency, produced the following results:

1. Reduced absenteeism
2. Lowered personnel turnover
3. Reduced unwarranted use of sick and vacation leave benefits
4. Reduced insurance costs
5. Reduction of potentially serious job-affecting problems through early intervention and/or prevention
6. Improved organizational productivity and delivery of public agency services, all as a result of the above

Whereas, the City Manager has recommended to the City Council its approval of the establishment of an employee assistance program for employees of the City of Kirkland; now, therefore,

Be it resolved by the City Council of the City of Kirkland as follows:

Section 1. The City Council of the City of Kirkland hereby approves the establishment of an employee assistance program designed to provide a central resource where City employees may go for help in solving personal or job-affecting problems. The program should also provide consultation and assistance services for supervisors who have employees with job performance problems.

Section 2. The City Manager for the City of Kirkland is hereby authorized to take all steps which he deems necessary and advisable for the establishment and ongoing operation of an employee assistance program for the City of Kirkland, consistent with the policy established in this Resolution. The authority herein given to the City Manager includes the authority to enter into a service contract or contracts with Eastside Mental Health or similar qualified agency to provide such an employee assistance program for the City of Kirkland.



Passed by majority vote of the Kirkland City Council in regular, open meeting this 2nd day of September, 1986.

Signed in authentication thereof this 2nd day of September, 1986.

*David J. Cooper*  
MAYOR

ATTEST:

*Janice Perry* Deputy City Clerk  
Director of Administration & Finance  
(ex officio City Clerk)

