

DEPARTMENTAL COVERAGE OF THE EAP

1204

(No. 49 Aug. 1998)

The DPA has contracted with Merit Behavioral Care of California (MBC) to provide EAP services for all departmental employees and their immediate family members.

The DPA contract provides referral and coverage for initial confidential counseling sessions with a licensed clinician. Counseling services provided in the contract are as follows:

Employment Category*	Number of Counseling Sessions Per Contract Year (July 1-June 30)
Level 1	
Bargaining Units 5 and 7 employees and all exempt, managerial, supervisory and confidential employees of California Highway Patrol.	<ul style="list-style-type: none">• Seven (7) counseling sessions per problem type per contract year for the employee.
Bargaining Unit 7 employees (RO7), managers (MO7), supervisors (SO7) and confidential employees (CO7) in any other department.	<ul style="list-style-type: none">• Seven (7) counseling sessions per problem type per contract year for the employee's spouse.
Bargaining Unit 6 employees (RO6), managers (MO6), supervisors (SO6) and confidential employees (CO6).	<ul style="list-style-type: none">• Seven (7) counseling sessions per problem type per contract year <u>total</u> for dependent children, not including the employee and spouse.
Bargaining Unit 8 employees (RO8), managers (MO8), supervisors (SO8), and confidential employees (CO8) including seasonal and intermittent firefighters.	
Level 2	
All California Highway Patrol, Department of Forestry and Fire Protection, Department of Corrections, Board of Prison Terms, Prison Industry Authority, Department of Youth Authority, Youthful Offender Parole Board, Board of Corrections and Youth and Adult Correctional Agency employees unless listed above in Level 1.	<ul style="list-style-type: none">• Three (3) counseling sessions per problem type per contract year <u>total</u> for the employee, spouse, and dependent children.

Level 3

All other employees.

- Three (3) counseling sessions total per contract year for the employee.
- Three (3) sessions total per contract year for the spouse and dependent children.

* When both spouses are state employees, spouses and family members are entitled to the counseling services under each employee's employment category. Group counseling sessions of standard duration with one counselor are counted as one session.

CDF employees are eligible for EAP services as long as they are on the State Controller's payroll list. If counseling or treatment beyond the fully paid sessions are needed, these charges will be the employee's responsibility. These subsequent services may be covered by the employee's health insurance. With management approval, employees participating in alcohol, drug, or mental health counseling may have accrued sick leave, compensating time off credits, or vacation leave granted. Leave of absence without pay may also be granted. CDF will grant leave of absence only after the employee's sick leave, vacation, and compensating time off are exhausted.

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