

EMPLOYEE ASSISTANCE PROGRAM

The Employee Assistance Program (EAP) is intended as a means to obtain assistance in dealing with every day stress issues as well as chemical and drug dependency. Through the EAP, all active employees and their dependents may receive a maximum of up to three free visits per plan year (January through December) as deemed appropriate by the EAP provider.

NOTE: For persons covered under the City Health Plan, all counseling which is needed beyond the EAP sessions, **MUST be coordinated and authorized by the EAP provider, in order for the claims to be considered for payment.**

Effective January 1, 2003, Horizon Behavioral Services is the designated EAP program provider for the City of Lakeland. Appointments can be made by directly calling 1-800-782-2052. Emergency access to Horizon Behavioral Services is available twenty-four (24) hours a day, seven (7) days a week.

A twenty-four (24) hour notice is required on all appointment cancellations; otherwise, you will be responsible for payment.

MENTAL/NERVOUS AND DRUG/ALCOHOL BENEFITS

For persons covered under the City of Lakeland Health Plan, benefits are available for mental/nervous and drug/alcohol treatment. Claims will be paid at 80/20, with co-payment being applied towards annual Out-of-Pocket Maximum. Listed below is a Summary of the Maximum Health Plan Benefits:

Mental/Nervous Treatment

Type of Treatment	Plan Year Maximum
Outpatient Mental/Nervous	15 Visits
Inpatient Mental/Nervous	30 Days

LIFETIME MAXIMUM FOR MENTAL/NERVOUS AND MEDICAL BENEFITS COMBINED IS \$1,000,000.00.

Drug/Alcohol Treatment

LIFETIME MAXIMUM FOR DRUG/ALCOHOL BENEFITS IS \$2,000.00.

Original Effective Date:	February 1, 1993
First Revision Effective Date:	September 1, 1993
Second Revision Effective Date:	October 1, 1997
Third Revision Effective Date:	January 1, 1998
Fourth Revision Effective Date:	January 1, 2002
Fifth Revision Effective Date:	February 1, 2002
Sixth Revision Effective Date:	January 1, 2003