

Better Together: Creating a Culture of Health & Connection

Erica Bird, Deputy Director
Madison County Public Health

October 23, 2025



Madison County

Population: 67,572

Employees: 644



Employee Assistance Program

- Established 1982 under a labor-management agreement, inspired by state and national programs
- Formed an EAP Committee as the critical link for program promotion

EAP
help. when you need it.

EAP Committee Mission

Promote for all Madison County employees a healthy and productive workplace.

EAP Committee Membership

8-14 members with every attempt to be representative of all the bargaining units and management

EAP Committee

- Administers Employee Assistance Program to Madison County employees
 - Appoint an EAP Coordinator – Mental Health Social Worker
- Committee provides informational resources, and sponsors activities and events for Madison County employees

Transition in 2022

EAP
help. when you need it.



WOW Committee Mission

Promote for all Madison County employees a healthy and productive workplace.

WOW Committee Membership

8-14 members with every attempt to be representative of all the bargaining units and management

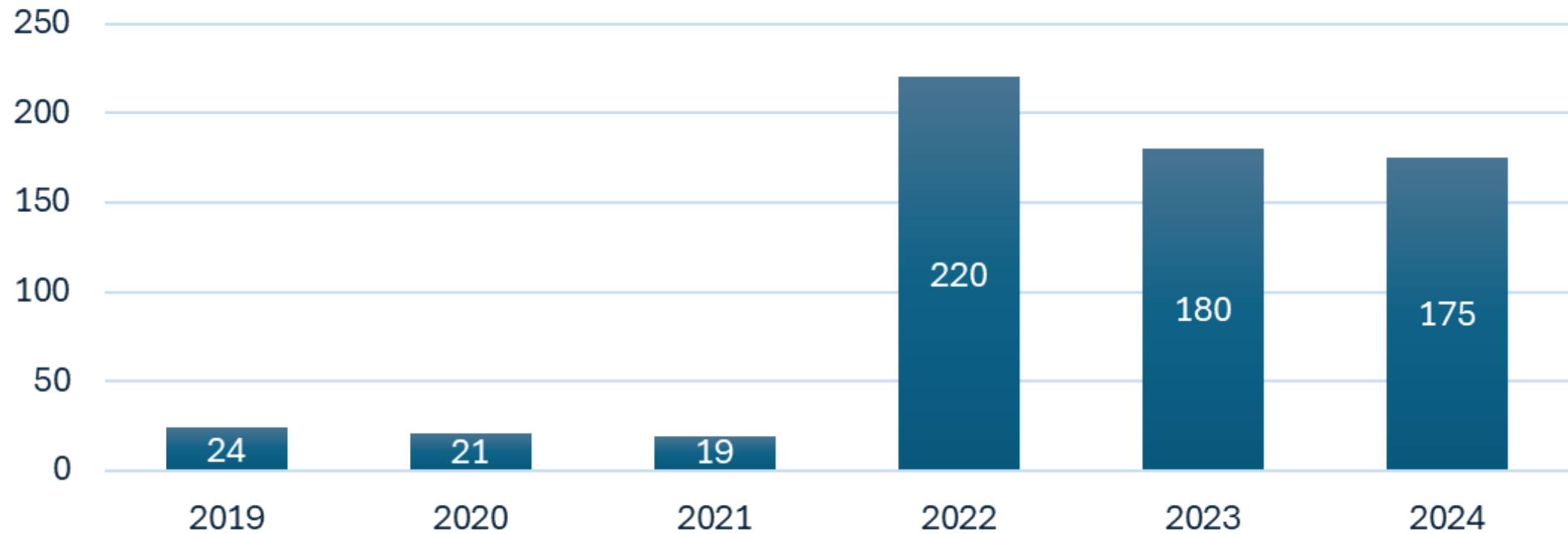
Outsourced the EAP Coordinator

- Provides county with 2 EAP Coordinators, who provide individual sessions with employees along with trainings and debriefs for difficult situations



BRIDGES
STRENGTH. HOPE. COMMUNITY.

Madison County Employees Served by EAP (2019-2024)



WOW Committee Activities



**American
Red Cross**



MADISON COUNTY WALKING GROUP



Boilermaker 15k Corporate Cup



Employee Growth



- Lunch & Learns
 - Stress Management
 - Writing a Will
 - Personal Finance
- Certification Courses
 - CPR & First Aid
 - Mental Health First Aid
 - Boater Safety
 - Notary
 - Naloxone

Social Connection

- Biannual Social Events
- Employee Recognition – Shout Outs & Public Service Appreciation Week
- *Employee Matters* Newsletter
- “Take Your Child to Work Day”



Cookies & Cocoa

Community Donation Drives



Diaper Drive



Investment



- Historical committee funding: \$1,000 annually (1982–2015)
- Increased to \$1,300 in 2016 and \$2,500 in 2025
- EAP contract with BRiDGES: \$13,700 annually

Public Health Department

Employee Engagement Activities

- Puzzle Station, Nature Walks, Employee Bingo, Social Events, Giving Garland, Mini Challenges

Newsletter

- Professional & Personal Highlights
- 8 Dimensions of Wellness
- Team Shout Outs



Questions?

Contact Information

Erica Bird

Phone: (315) 366-2842

Email: erica.bird@madisoncounty.ny.gov



Photo Credit: Rhys Templar