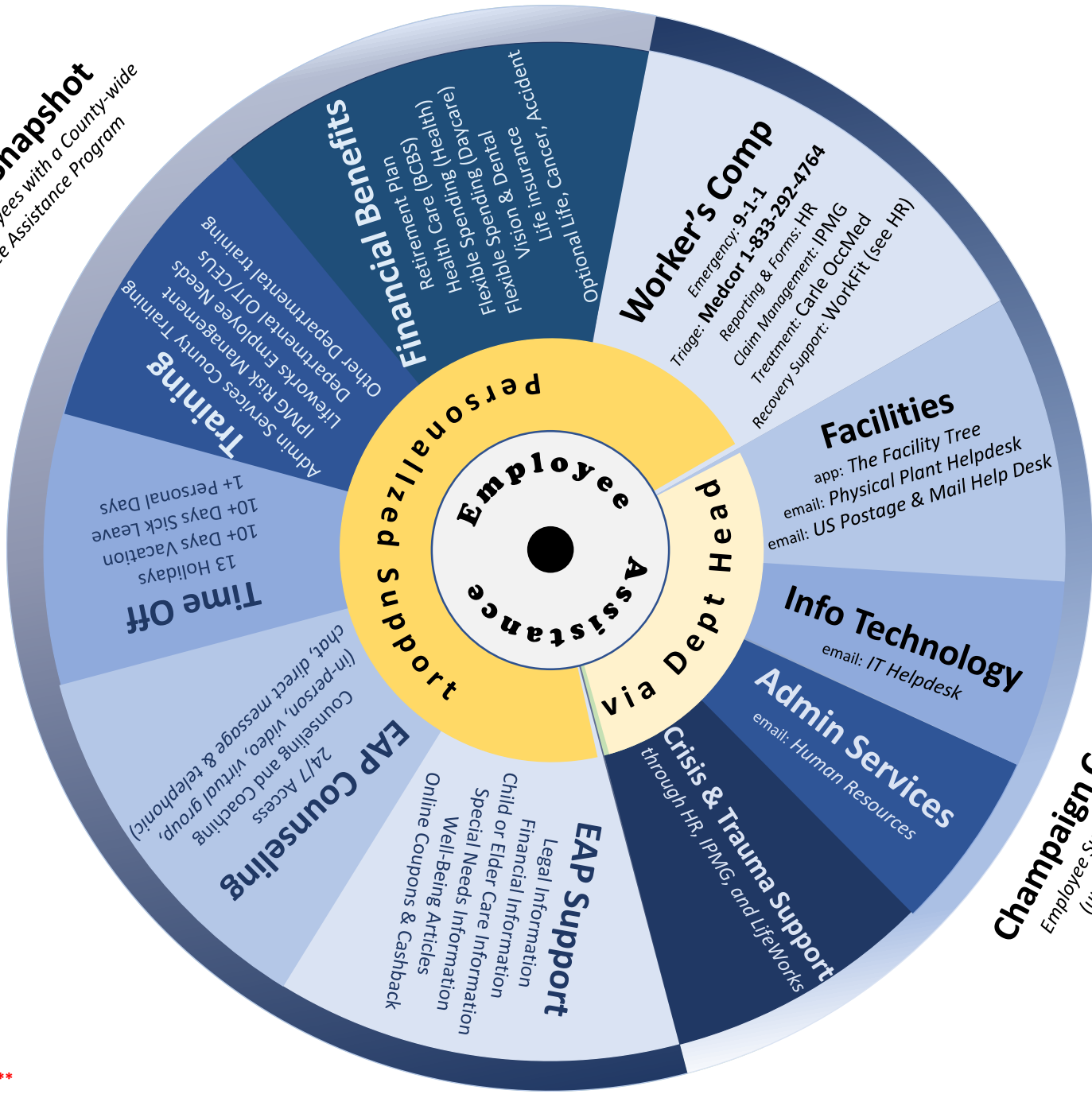
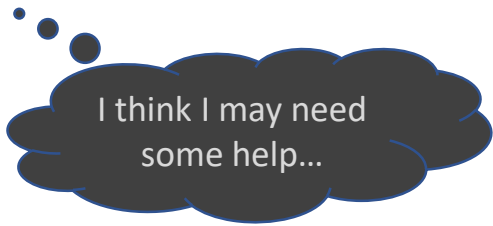


Benefits Snapshot

for County employees with a County-wide Employee Assistance Program



Champaign County
Employee Support Resources
(updated May 2019)



PRIMARILY PERSONAL
An issue outside of work that is **not** currently impacting my job

May want to seriously consider addressing before it impacts more of your life or health

PRIMARILY PERSONAL
An issue outside of work that **is** impacting my job

May want to seriously consider discussing with your supervisor and/or escalating (Manager, Dept Head, HR, Union)

*Transparency does ***not*** absolve you of your work responsibilities*

Being proactive may help avoid failing in your duties

PRIMARILY WORK-RELATED
An on-the-job issue that is impacting my job

Getting help after a performance issue may be too late to receive assistance through your employer

PRIMARILY WORK-RELATED
An on-the-job issue that is impacting my job **and** my personal life

BCBS	County healthcare through Blue Cross Blue Shield
BCP	County FSAs through Benefit Planning Consultants
CCDDDB	Champaign County Developmental Disabilities Board
CCMHB	Champaign County Mental Health Board
EAP	County's Employee Assistance Program through LifeWorks
FMLA	Family and Medical Leave Act
IPMG	County insurance through Insurance Program Managers Group
IMRF	Illinois Municipal Retirement Fund
ST/LT	Short-Term / Long-Term

Example considerations

Common Stressors with Family & Friends

- Marriage, union, and commitments
- Having children (birth, fostering, adoption)
- Rearing children (childcare, transportation, health, sickness, safety; teenagers)
- Separation and divorce
- Chronic sickness
- Elder care
- Accidents, abuse, violence, and other traumas
- Death and loss

Common Challenges with Personal Wellness

- Health, fitness, & weight management
- Managing finances
- Managing debt
- Life planning
- Retirement planning
- Legal issues
- Injury
- Substance Abuse
- Work

Example Options of Personal Self Care

- Time away from work and or life**
- Earned: personal, vacation, sick leave, holidays
 - Special: bereavement leave, military, leave of absence
 - Injury: worker's comp
 - Illness or ST/LT Disability (FMLA, IMRF)
 - Having children: FMLA

- Financial planning & protection**
- County benefits (life, health, vision, dental)
 - IMRF Retirement
 - Allstate Optional benefits (accident, cancer, disability)
 - Allstate Optional Term Life Insurance
 - BPC Flexible spending account for healthcare
 - BPC Flexible spending account for childcare
 - EAP financial planning education and support
 - EAP legal planning education and support
 - EAP coupons and cashback

- Overall wellness**
- Physical activity (BCBS & EAP wellness apps)
 - Nutrition (BCBS & EAP nutrition education)
 - Meditation & mindfulness
 - Faith-based activities
 - Counseling & Coaching (BCBS, EAP, AA, OA, NA, Alanon, local non profits)
 - Trauma support (County: EAP, IPMG, Dept Head HR)
 - Trauma support (Community: CCMHB/CCDDDB funded agencies)
 - Trauma support (EAP, ACES, Courage Connection, Family Services, etc.)
 - Good friends, good families, and healthy boundaries
 - Inpatient healthcare & treatment (BCBS) for mental health or addiction
 - Outpatient healthcare & treatment (BCBS) for mental health or addiction