

**SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**

204



FROM: Human Resources Department

SUBMITTAL DATE:
June 7, 2010

SUBJECT: Employee Assistance Services for Laid-off Employees

RECOMMENDED MOTION: That the Board of Supervisors approve a 30 day post lay-off extension of Employee Assistance Services (EAS). Approval of this extension will allow employees who are laid-off up to four (4) EAS visits in the 30 days following the date of the lay-off.

BACKGROUND: The national and local fall out from the economic downturn has impacted business in the public and private sector. This means when our employees are laid off they face the daunting prospect of finding a job where opportunities are fiercely competitive.

When faced with sudden unemployment, the psychological impact typically involves intense feelings of anger, sadness and fear for the unemployed individual and their family. All of our EAS therapists are trained to respond to critical incidents, crisis management, and loss, so they will be able to address these issues effectively.

Barbara A. Olivier
Asst. County Executive Officer/Human Resources Dir.

FINANCIAL DATA	Current F.Y. Total Cost:	\$ 0	In Current Year Budget:
	Current F.Y. Net County Cost:	\$ 0	Budget Adjustment:
	Annual Net County Cost:	\$ 0	For Fiscal Year: 2009/10

SOURCE OF FUNDS: EAS budget	Positions To Be Deleted Per A-30	<input type="checkbox"/>
	Requires 4/5 Vote	<input type="checkbox"/>

C.E.O. RECOMMENDATION:

APPROVE

BY:
Karen L. Johnson

County Executive Office Signature

- Consent
- Policy
- Consent
- Policy

Dept Recomm.:

Per Exec. Ofc.:

Prev. Agn. Ref.:

District: ALL

Agenda Number:

3.26

BACKGROUND continued:

To support these individuals, Employee Assistance Services will provide up to four (4) visits for the County employee and/or their family members with an EAS licensed clinician for a 30-day period following release from employment due to a lay-off. These visits would be used specifically to strengthen coping skills, deal with emotional reactions, and assist individuals in mobilizing internal and external resources. EAS will collaborate internally within HR and with other county departments such as Workforce Development for outplacement services, which includes expert guidance on resume preparation, technological accessibility to conduct job searches, networking resources to assist with transition and job finding workshops and training as well as referrals for temporary employment to the HR Temporary Assignment Program.

At this time, current staffing is likely to be sufficient to manage these services, and no additional costs are projected.