



BALANCED YOU



Financial and Mental Health Resources for King County Employees Facing Layoff

These post-pandemic times have taken an unprecedented toll on our economy, resulting in layoffs across many industries and organizations, including local governments. In the event you are facing layoff, or are concerned about potential lay-off, Balanced You has developed the following list of resources to support you during this difficult time.

Balanced You has been inspired by each of you and is grateful to everyone at King County for their contributions. If you are facing lay-off, please remember these decisions are not a reflection of your work. The skills you brought to King County made us what we are and will be an asset for future employers. If Balanced You can be of assistance to you throughout this process, reach out any time at balancedyou@kingcounty.gov.

Financial Resources for King County Employees

A layoff may cause financial hardship for your family. The following resources are available to employees:

My Secure Advantage: Balanced You partners with My Secure Advantage (MSA) to provide financial wellness resources to all King County employees. Resources include webinars with the latest financial information, budgeting spreadsheets and calculators, and personalized Money Coaches. Money Coaches can work with you to plan for navigating layoff with as minimal impact as possible to your bottom line.

While employed with King County, you can receive 90 days of MSA money coaching per year. Visit the [My Secure Advantage website](#) for more information.

T. Rowe Price Deferred Compensation: If you are enrolled in T. Rowe Price, you may qualify for early withdrawal due to hardship. For information on early withdrawal, visit the [T. Rowe Price website](#).

Balanced You Blog: For information about resources available to help you navigate the financial crisis, including tips on collecting unemployment, check out this [Balanced You blog post](#). This blog is available to the public, so you can access it now and after your employment ends with King County.



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Mental Health Resources for King County Employees

A lay-off may be difficult to cope with mentally and emotionally. Some feelings you may experience include grief, anger, sadness, hopelessness, or relief, and any feelings you have are valid. Remember that there are steps you can take and resources you can access to support your mental and emotional well-being. The Employee Assistance Program (EAP) is available to support you through this process. Call 206-263-8733 or email HRDEAP@kingcounty.gov for an appointment.

Self-care: During this time, it is important you remember self-care. To practice self-care, consider developing a routine based on the ideas below. Visit Balanced You's blog at www.kcbalancedyou.com for more suggestions.

- **Nurture your physical health.** To help reduce anxiety, try and move your body each day. Remember to also eat nutritious meals when possible, drink water, and avoid excessive caffeine or alcohol.
- **Connect socially.** While time alone for reflection is important, connecting with loved ones is important for your emotional well-being. Connect with others via video chat or socially distanced hangouts.
- **Attend to your mental health.** Attending to mental health can look different ways for different people. Any safe coping mechanisms – cleaning, video gaming, Netflix, exercising, etc. – are okay in moderation. Develop a routine that works for you, leveraging EAP or the following resources, if needed.

Making Life Easier: Making Life Easier (MLE) provides free counseling, credit and legal consultations, mortgage and childcare resources, and more to all employees and dependents, as well as anyone sharing the employee's address, including roommates. MLE therapists can be filtered by race, ethnicity, and language. You can access MLE now and for 90 days after your layoff goes into effect. Visit the [Making Life Easier website](#) (username: King County) or call 1-888-874-7290.

Mindfulness Classes and Videos: Balanced You has partnered with Mindfulness Northwest to provide mindfulness classes and on-demand videos to support employees in reducing stress and improving well-being. Online, interactive classes are available to current employees only. On-demand mindfulness videos are public-facing, meaning you can access them now and after your employment ends. Visit [the Balanced You blog](#) for more information.

Therapy via Telehealth: Regence and Kaiser therapists and other healthcare providers can be accessed from the comfort and safety of your home via telehealth. For more information about telehealth, visit the [King County telehealth web page](#). For more information about continuing medical and other benefits following lay-off, visit the [King County Benefits web page](#).

Mental Health Resource Guide: For a more comprehensive list of King County employee and community mental health resources, review the [Mental Health Resource Guide](#).