HR 2 HR

Department of Human Resource Management

VOLUME 6, ISSUE 2 OCTOBER/NOVEMBER 2011

Inside this issue:

Executive Director's Message	1& 2
Flu Shots	3
Save Money by Purchasing Generic Prescription Drugs	4
DST Reminder	
Winter Meeting - Save the Date	
Summer Meeting Photos	5
Charitable Fund Drive	6
Bits and Pieces	

Iceberg Revisited Again – Executive Director's Message

By Jeff Herring

I think it is appropriate to look back at this amazing project that we as an entire DHRM team accomplished. It has been a monumental task that has impacted everyone. Change of operations, change of culture, change of locations, and more were part of the last two years. I want to provide prospective to the change effort for our team. I am certain that this will not be the last change we go through as an organization, but when reflect on the change process and realize that despite the obstacles and anxiety that accompanies change, we can see that we can make change happen. Here is my article from the January HR2HR newsletter. Reread it and keep in mind what the process was for us to move from one iceberg to another. A few final thoughts follow the repost of the article.

With all of the changes that are occurring within DHRM and within state government, I wanted to discuss the concept of the change process that is mentioned in John Kotter's book Our Iceberg is Melting. The book is an analogy of the change process that takes place as a colony of penguins discovers that the iceberg upon which they live is melting. As they accept the need for change, they then move through the change process and find a new home on a different iceberg. These concepts were presented a few years ago to many of you, but I think that they are just as appropriate today as they were then. They are universal principles that can be looked at whenever and wherever there is significant change.

Jeff Herring, DHRM Executive Director "Mr. Incredible" - Halloween 2009

Kotter outlines eight steps in the process. They are:

1. Create a sense of urgency
2. Pull together the guiding team
3. Develop a change vision and strategy
4. Communicate for understanding
5. Empower others to act
6. Focus on short-term wins
7. Don't let up
8. Create a new culture

As we have moved through the change process for the development

(Continued on page 2)

(continued from page 1)

and implementation of HR Optimization and ERIC, we have made significant progress in these steps. I cannot think of a greater urgency than the economic downturn and pressure on all government entities, including DHRM, to become more effective and efficient. If we do not change and reform ourselves, we will become obsolete or forced to make changes that are out of our control.

We have worked with our DHRM leadership and formed an Optimization Steering Team and an ERIC Leadership Team to help create the vision of this part of DHRM and the strategy to get us there. I am pleased with the work that they have done with these steps. We have also worked many hours with outside consultants that have helped organizations with this same process. I am confident that we are laying the tracks that will guide us to future success.

We have had a philosophy of open and transparent communication throughout the process. This same philosophy applies for both positive and negative communication. The goal in communication is to make sure everyone understands what is happening and why. We will continue to communicate as we go through every step.

We have incorporated many of you into the design processes. I hope that this has given all that have had the opportunity to participate has gained a clearer picture of the vision and also empowered each of you with a greater sense of control and involvement. We will continue to need your help and participation as we move closer to implementation.

We have a plan that is aggressive and requires a great deal of time and energy. As we hit our milestones that have been set, we get closer and closer to achieving this change. Each milestone is a victory for us. Two of our next victories will be the selection of the IT solutions that will be used at ERIC and the completion of the current and future process evaluations and designs. Day by day we are making significant progress towards this critical goal.

This leaves us at the “don’t let up step.” I know that there many emotions that occur in change. There is anxiety, excitement, fear, opportunity, anger, confusion, accomplishment, and many more. Many of you may be feeling one, or all, of these. I feel all of them as well. We will, however, continue to move forward. I am confident that this change is needed. It is transformation. It is mission critical to the future effectiveness of DHRM. I appreciate going through this process with all of you and hope that together we can incorporate this change into our new culture.

As I reflect on the past several months, I think that we worked well as a team moving through this change. We have made it to our new iceberg. I know we still have some tidying up to do as we settle in. I also know that this will not be our last iceberg move. However, you should all celebrate in the accomplishment of this process and be proud of your achievements. Please know how proud I am to work with all of you. I see your dedication. Thank you for letting me be part of this process with all of you. Take care.

Flu Shots

Flu season is once again approaching. You can greatly reduce the impact of this annual threat by getting immunized. In addition to the sponsored flu shot clinics shown below, here are alternatives to consider.

Flu shots obtained at a contracted provider's office.

- Most PEHP contracted providers will not charge for an office visit when services rendered are for a flu shot only.
- If your provider submits an office visit bill to PEHP, you will be required to pay an office visit copayment.

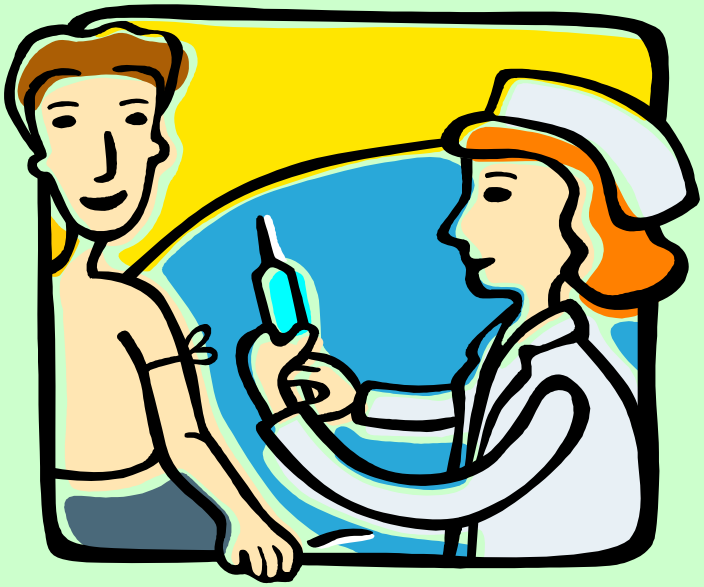
Flu shots obtained at a grocery store

- You will need to pay for the flu shot and submit an itemized statement to PEHP for reimbursement.

Flu shots obtained at the health department

- Most health departments will submit the itemized statement to PEHP for reimbursement.
- If not, you will need to pay for the flu shot and submit an itemized statement to PEHP for reimbursement.
- All eligible services performed are considered for payment up to PEHP's Maximum Allowable Fee (MAF).

If you have questions, contact PEHP Customer Service 801-366-7555 or 800-765-7347



Flu Shot Clinics: 2011

CITY	BUILDING	LOCATION	Room #	DATE/ TIME
Murray	UPEA	1000 West Bellwood	Conference Room	Sept 26 11-2
SLC	Recovery Services	515 East 100 South	9th Floor Conference Room	Sept 27 10-2
Logan	Human Services	115 Golf Course Rd	Large Conference	Sept 28 9-12
SLC	Education	250 East 500 South	North Board Room	Sept 29 10-1
SLC	Workforce Services	140 East 300 South	Room 101 South	Oct 3 10-2
SLC	Health	288 North 1460 W	114	Oct 4 9-1
SLC	Heber Wells Bldg	160 East 300 South	North Conference Room	Oct 5 10-2
Ogden	Regional Center	2540 Washington	Large Conference	Oct 6 9-1
SLC	Comm. & Economic Dev.	324 South State	5th Floor Conference Room 501	Oct 11 10-1
SLC	Tax Commission	210 North 1950 West	1026 – Conference Room	Oct 12 9-2
SLC	Human Services	195 North 1950 West	1020C	Oct 13 10-2

Save Money by Purchasing Generic Prescription Drugs

You may be able to save more money on your pharmacy expenses as many drug patents will be expiring over the next several months. This means that we will be able to purchase drugs at a lower cost generic rate. Here are some examples of drugs that will soon be available in a generic form.

Estimated Dates of Possible First Time Generics

Year	Period	Brand Name	Generic name	Common use(s)
2011	3Q (Jul)	*Uroxatral* ®	alfuzosin extended-release tablet	Benign prostatic hyperplasia
2011	3Q (Jul)	*Anzemet* ®	dolasetron	Nausea, vomiting
2011	3Q (Sep)	*Gabitril* ®	tiagabine	Seizures
2011	3Q (Sep)	*Keppra XR* ™	levetiracetam extended-release tablet	Seizures
2011	4Q (Oct)	*Zyprexa* ® *and Zyprexa* ® *Zydis*	olanzapine	Schizophrenia, bipolar disorder, depression
2011	4Q (Oct)	*Malarone* ®	atovaquone/proguanil	Malaria
2011	4Q (Oct)	*Symbyax* ®	olanzapine/fluoxetine	Treatment-resistant depression, depression in Bipolar I Disorder
2011	4Q (Nov)	*Solodyn* ®	minocycline extended-release tablet (previously approved, briefly launched)	Moderate-to-severe acne
2011	4Q (Nov)	*Lipitor* ®	atorvastatin	High cholesterol
2011	4Q (Nov)	*Caduet* ®	amlodipine/ atorvastatin	High blood pressure
2011	4Q (Nov)	*Combivir* ®	lamivudine/zidovudine	HIV infection
2011	4Q (Dec)	*Tazorac* ® *cream*	Tazarotene cream	Acne
2012	1Q (Jan)	*Clarinex* ® *& Clarinex-D* ® (planning OTC prior to generic availability)[1]	desloratadine and desloratadine/ pseudoephedrine	Allergy symptoms, hives
2012	1Q (Mar)	*Geodon* ®	ziprasidone	Schizophrenia, bipolar disorder
2012	1Q (Mar)	*Lexapro* ®[2]	escitalopram	Depression, anxiety
2012	1Q (Mar)	*Seroquel* ®	quetiapine	Schizophrenia, bipolar disorder
2012	1Q (Mar)	*Avandia* ®[1]	rosiglitazone	Type 2 diabetes
2012	1Q (Mar)	*Avandamet* ®	rosiglitazone/ metformin	Type 2 diabetes
2012	1Q (Mar)	*Avandaryl* ®	glimepiride/ rosiglitazone	Type 2 diabetes
2012	1Q (Mar)	*Avapro* ®	irbesartan	High blood pressure
2012	1Q (Mar)	*Avalide* ®	irbesartan/ hydrochlorothiazide	High blood pressure
2012	2Q (Apr)	*Provigil* ®	modafinil	Excessive sleepiness
2012	2Q (May)	*Plavix* ®[3]	clopidogrel (approved 1/06 and briefly launched 8/06)	Prevent blood clots
2012	2Q (May)	*Viramune* ®	nevirapine	HIV infection
2012	2Q (Jun)	*Lescol* ® *and Lescol* ® *XL*	fluvastatin	High cholesterol

Estimated dates are subject to change due to patent litigation, additional patents, exclusivities

Save the Date!

DHRM's Winter meeting will be held on Tuesday, December 6th in the auditorium of the State Office Building.

Daylight Saving Time comes to an end at 2:00 a.m. on Sunday, November 6, 2011. Turn your clocks back one hour to realign with the solar cycle.

A safety reminder

Many fire departments encourage people to change the batteries in their smoke detectors when they change their clocks because Daylight Saving Time provides a convenient reminder. A working smoke detector more than doubles a person's chances of surviving a home fire, More than 90 percent of homes in the United States have smoke detectors, but one-third are estimated to have dead or missing batteries.

Summer Meeting, August 17, 2011

Bits and Pieces

UTAH LEADERSHIP INSTITUTE

Please check the Employee Gateway or HREventure for a listing of upcoming Utah Leadership Institute workshops.

ASK AN EXPERT!

If you have a specific question for an HR Expert that you would like answered in the next newsletter, please send it to HRNewsletter@utah.gov

We'd love to hear from you. Please submit feedback, suggestions, or ideas for future articles to:

HRNewsletter@utah.gov

Leading the Way in Public HR

Department of Human Resource Management

Increasing Customer Service | Increasing Efficiency | Increasing Management Capacity

Department of Human Resource Management
Administrative Office
2120 State Office Building
Salt Lake City, UT 84114
Phone: 801-538-3025
Fax: 801-538-3081

HR 2 HR
Editor in Chief: Jeff Herring
Production Editors:
Debbie Cragun, Michelle Watts, Sarah Tice, Dan Chase, Sherry Saracino, Gary Schow, Cathy Lewis
HR 2 HR is published bi-monthly.

Hey DHRM Employees!!

The *Annual Utah State Employees' Charitable Fund Drive* has arrived!

Our drive this year launched on September 27th and runs through November 4th

As the fund drive deadline rapidly approaches, don't miss out on an opportunity to change a life for the better!

Similar to past years, each of you have the opportunity to pledge either a percentage or specific amount of next year's paychecks by completing a manual or online pledge form found here.

For more information regarding the various charities, please visit www.usecf.state.ut.us or contact me with any questions at dan.chadwick@utah.gov.

Please remember that *"What we get makes a living, and what we give makes a life."* So please don't forget those who are less fortunate…