

worklife ELEVATED

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Human Resource Management

UTAH
LIFE ELEVATED

Meet the Director

Interview by: Brittani Mitchell, DHRM

Jacson Maughan: Commissioner, Utah Labor Commission

Tell us about yourself.

I'm from Utah and currently live in Clinton. I grew up in Cache Valley and attended Utah State University where I earned a Bachelor's degree and a Master's degree in History. I also attended law school at the University of Utah. I met my wife at Utah State University. We have three children, one of whom just graduated high school from Clearfield High School. We enjoy spending time together and doing things as a family. Two of my kids are involved in athletics and I've had the opportunity to coach them. My oldest daughter has been involved in music and theater and we've attended her performances and continue to support her through her musical endeavors.

What do you do in your free time?

Most of my free time is spent with my family. My younger daughter is very active in basketball and volleyball, and my son rows competitively for Utah Crew, so we are involved in that. We also like to hike and fish, and we have a family place at Bear Lake where we spend a lot of time. We like to travel and one of our favorite places to travel is the Pacific Northwest. We like to rent a beach house for a week and spend time on the Oregon coast, and we actually just got back from the Washington coast last week. We love it up there. It is beautiful.

How did you begin working for the state?

I actually started when I was in Graduate School at Utah State University in Logan. I started working with the Division Youth Corrections, which is now Juvenile Justice Services. I started there as a Youth Counselor while I was working on my Master's Degree. In many respects, it's one of the most rewarding jobs that I've had. I was there for about two and a half years. I then started working for the Attorney General's office as a law clerk while attending law school. When I completed law school, I was lucky enough to get a job with the Attorney General's Office as an Assistant Attorney



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General. I spent a number of years there before I moved on to the Department of Workforce Services as in-house counsel. From there I moved on to the Labor Commission, first as Deputy Commissioner and then as Commissioner.

What experience do you bring with you to your position?

I graduated from law school at the University of Utah in 2003 and have been a practicing attorney for several years now. I've worked in the Attorney General's Office, was in-house counsel for the Department of Workforce Services, and was the Deputy Commissioner and General Counsel here at the Labor Commission for a little over three years under the previous commissioner, Commissioner Hayashi. I then served as interim commissioner before I was appointed by Governor Herbert in November 2016. During my career, I also worked in private practice where a large part of my caseload was related to construction litigation. Interestingly enough, I actually represented employers who had issues with Utah Occupational Safety and Health, which is a division within the Labor Commission, or who had been cited by that same division. I never dreamed that I would be in this position one day. But, at the time, when I was in private practice, a large portion of my caseload was helping those employers who were in that situation.

What do you envision for your Agency's future?

We're a regulatory agency, which means, we regulate workplace safety and health, we regulate discrimination in the workplace and in housing, we ensure that people are paid the appropriate wage, we administer the Worker's Compensation program for the State of Utah, and we also regulate and inspect all the boilers, elevators and escalators in businesses in the State of Utah. Essentially, we touch almost every business in the state. We need to keep in mind that as a regulatory agency, we need to enforce the law, be fair, and be consistent. We also need to remember that we serve not one particular segment of the population, we serve employers, employees, landlords, and tenants. We serve all those different entities, and we don't advocate for any particular position or any particular entity. We serve everyone in the State of Utah. My vision is that we will continue to do that, we will continue to be fair, we will continue to be consistent, we will continue to read and apply the law as it is written, not as we, in our own personal bias, might think it ought to be written, but how it is actually written. That's my philosophy moving forward.

Also, we need to embrace new technology. I think we are overly reliant on paper. We are moving toward electronic records whenever possible, trying to become a little more nimble and more able to respond to the public's needs. We're trying to move toward giving people the ability to file electronically with us or file on our website. Moving in that direction in the future, I believe, will provide a better service to the people of Utah.

Why do you enjoy working in public service?

I enjoy public service for a variety of reasons. I think it's a real opportunity to make a difference in the work that you do and I believe making a difference is important in any career, which is something that I have found in public service. We have an opportunity to make a difference in so many different areas, and we need to ensure that we are doing it wisely so that we aren't making the wrong kind of difference. Personally, I was raised believing in the value of public service. Most of the members of my family have been educators, worked in public service, or held elected positions. My mother, for example, was the mayor of our town for twenty years, while my father is a retired Colonel with the Utah National Guard and was also the President of Bridgerland Applied Technology College in Logan for forty years. I've always had a strong belief in public service. I think it's one of the most valuable things that we can do as we try to make a difference.

I also believe that in public service we have a rare luxury of being able to do the right thing because we aren't motivated by making a profit. We need to always be making the best use of public money by making the wisest choices we can with it. We need to be fiscally conservative in that regard, but we also have the opportunity to do what is right, not necessarily

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Meet the Director (continued)

what is expedient and not what makes the most sense profit-wise, but rather, what makes the most sense under the law, under our regulations, under our administrative rules, and overall, what is best for the people of Utah.

Also, for me personally, I like the work-life balance. I wanted a job where I made a difference, where I was happy in my work, and where I could devote time to my family and that's been offered to me by working for the State of Utah.

What advice would you give to your fellow State of Utah employees?

The advice that I would give is to remember that your positions are important, and that what you do matters. Sometimes it's difficult to remember and it's easy to lose sight of that. We sometimes have to deal with people who aren't happy with the services we provide. They might not be unhappy with us necessarily, but they are definitely unhappy. They are also, however, our customers and it is our duty to help them. My advice would be to not take those situations personally and try to be understanding. Quite often, the person is legitimately upset, so try to understand why and think about what you can do to help or how you can provide a service to that person. From my perspective, there is no better job than being able to provide public service. Take pride in what you do and enjoy what you do. If you're not happy in your work, that will typically show in the services that you provide to the public. The great thing about state service is that there are so many positions in the state with such a wide variety of interests, that if you're not satisfied in one particular area, you should be able to find an area that satisfies you and where you can provide the best service. So, my best advice would be to take pride in what you do and remember that it's important. [WE](#)



Building on SUCCESS 2017 Breakthrough Results for Government and Business

This year's 4th annual Utah OPS (operations) conference will be held on September 7-8 at the Grand America Hotel. The conference supports Utah's SUCCESS Framework and the goal to create more value for every tax dollar invested.

Creating a culture of continuous improvement doesn't happen by accident. It requires building out a common vocabulary, expectations, and commitment. In a recent survey of state employees, a majority of you who responded told us that:

- you believe improvement is always possible, beneficial, and needed
- existing processes are your biggest barriers for best serving the public
- you want to make improvement by either fixing, stopping, or starting something
- of those who have used the SUCCESS Framework concepts for operational excellence, 90% found them helpful, but most haven't heard of them or used them
- you want information and access at all levels, not just management
- conferences are one of the top ways you want to receive info

The benefits of attending include:

- being exposed to improvement tools that can be applied to your daily work
- learning about how other agencies are getting impressive improvement results
- having opportunities to learn from the private sector
- learning how to improve processes by working smarter, not harder
- learning how to achieve triple wins--improvements that benefit employees, clients/customers, and taxpayers alike

The cost of the two-day conference is \$199 and is a great value considering the potential return on investment--finding better and more efficient ways to perform your daily work. To register, visit utahexcellence.com. A full agenda will be posted soon. [WE](#)

Five state parks to visit this summer

It's no secret that Utah has some of the most stunning state parks in the nation, and those who manage them enjoy their jobs. With a significant number of state employees living and working along the Wasatch Front, here are the top 5 state parks to visit within 100 miles of the Wasatch Front:

Antelope Island State Park

Island scenery, campsites, beaches and hiking all surrounded by the natural beauty of the Great Salt Lake. Home to the largest free-roaming bison herds in the nation, spend the day spotting not only bison but pronghorn, deer and many species of birds. Fielding Garr Ranch, located on the southeastern end of the island, holds the longest continually inhabited home in Utah.



Bear Lake State Park

With crystal blue, clear waters, Bear Lake has rightfully earned the nickname the "Caribbean of the Rockies." Bear Lake's gorgeous blue waters are caused by sunlight reflected off calcium carbonate suspended in the water. Bear Lake attracts a large number of visitors who visit one of the lake's three recreational areas: Rendezvous Beach, Bear Lake Marina and East Side for boating, fishing, swimming and camping. Visit nearby Minnetonka Cave, a large limestone cave filled with stalactites, stalagmites and banded travertine.



Great Salt Lake State Park

The Great Salt Lake is two to eight times saltier than the ocean. As the largest lake west of the Mississippi River, Great Salt Lake is truly one of Utah's wonders. Visit Great Salt Lake State Park to experience migratory bird watching at the state marina, sail and motorboat access, a visitors center and campsites. Great Salt Lake State Park also offers boat rentals and tours.



Wasatch Mountain State Park

Stretching 23,000 acres, Wasatch Mountain State Park is one of Utah's most popular state parks with year-round activities. Located near Heber City, the park attracts thousands of visitors throughout the year. During the summer months, reserve a tee time at the popular Lake, Mountain, Silver and Gold golf courses, or hike the park's large network of trails. In the winter months, cross country ski, snowshoe or snowmobile through the vast terrain.



Jordanelle State Park

One of Utah's top destinations for boating, Jordanelle has three distinct recreational areas: Hailstone, Rock Cliff and Ross Creek. All three of these areas are perfect for picnicking, boating and camping. Try out the park's new Aqua X Zone, an open water playground. Since Jordanelle is only a few miles away from Park City, when you're not boating check out the world famous Sundance Film Festival or sites from the 2002 Salt Lake City Olympics.



Avoid a deadly summer - tips to prevent injuries during the summer months

Summer is one of the most exciting times of the year for children, but it is also a time when they are most at-risk for serious injuries which are the leading cause of death for children under 18 in Utah. Safe Kids Utah and the Utah Department of Health (UDOH) encourage parents and caregivers to heed safety warnings when it comes to water, motor vehicles, helmets and heat.

“The summer is a great time to get outside and connect with family and friends, swimming or riding bikes around the neighborhood. But with all of these activities come safety risks we may not always think about,” said Cambree Applegate, Safe Kids Utah director with the UDOH.

Water Safety

Nationally, two-thirds of drowning deaths occur between May and August. Parents have misconceptions about how drownings happen and what they look like. Safety tips include:

- **Use the Water Watcher strategy.** When there are several adults present and children are swimming, designate an adult as the “Water Watcher” for a certain amount of time (such as 15-minute periods) to prevent lapses in supervision and give parents a chance to read, make phone calls or take a bathroom break.
- **Learn CPR.** Learning infant and child CPR can give you tremendous peace of mind if something were to happen.
- **Teach children about swimming safety.** Enroll children in swimming lessons when you feel they are ready. Teach children to be extra careful around pool drains and suction outlets, which can cause them to get stuck underwater. Even proficient swimmers should never swim alone.
- **Wear a life jacket.** Children and adults should always wear a U.S. Coast Guard approved life jacket while on boats, around open bodies of water, or when participating in water sports. Make sure the life jacket fits snugly.

Motor Vehicle Safety

Known as the “100 Deadliest Days,” summer months are no time to relax while driving, especially for teen drivers. Safety tips include:

- **Wear a seat belt every time you ride in a vehicle.** Seat belts are the single most effective traffic safety device to prevent injury and death in a crash.
- **Correctly use child safety restraints.** Children under the age of eight must be properly secured in an approved child safety seat.
- **Remember to “Spot the Tot.”** To prevent backing over a child in a driveway, walk around your vehicle to make sure the area is clear. Roll down windows to hear children and adjust your seat and mirrors to reduce blind spots.

Helmets

According to Safe Kids Worldwide, a properly-fitted helmet can reduce the risk of head injury by 45 percent; yet fewer than half of children aged 14 and younger usually wear one. Safety tips include:

- **Wear an appropriate helmet when you're on wheels, no matter how fast you're going. This includes while riding bicycles, scooters, skateboards, and ATVs/OHVs.** While there is no concussion-proof helmet, a helmet can protect your child from a serious brain or head injury.

Heat Safety

On average, 38 children die each year in the U.S. from heatstroke after being trapped inside a motor vehicle. A child's

body heats up 3-5 times faster than an adult's body. Safety tips include:

- **Never leave your child alone in a car, not even for a minute.** It can be tempting to leave a child alone in a vehicle for a few minutes, but it can cause serious injury or even death in a matter of minutes. If you see a child alone in a vehicle, call 911 immediately.
- **“Look before you lock.”** Leave a reminder on the back seat, such as a purse, employee ID or cellphone, so that you have to open the door to get that item when you arrive at your destination. Or, keep a large stuffed animal on the front seat as a visual reminder that a child is in the back.
- **Drink water during sports and physical activity.** Have children drink plenty of water before, during, and after play to avoid dehydration.

Visit <http://health.utah.gov/vipp> or <https://safekids.org> for more summer safety tips. 

Expedite your recruitment process

The Alternative State Application Program, ASAP, provides an opportunity for Utah State Government to hire qualified individuals with a documented disability prior to the competitive pool, thus shortening the time it takes to fill positions. ASAP can be used for positions that have high turnover or are hard to fill, potentially saving time and money involved in the cost of recruitment. All Executive Branch career service positions are eligible to be filled using the ASAP.

If a qualified candidate has applied to your recruitment, DHRM will contact you with information about the candidate's application. You can interview that candidate prior to the competitive pool and even hire them prior to the recruitment ending.

If you have questions about how to recruit, hire, or retain individuals with disabilities reach out to the Business Relations Team with the Utah State Office of Rehabilitation for training and support. If your agency or department is interested in using ASAP contact Leah Lobato prior to posting the recruitment at 801-887-9538 or leahlobato@utah.gov to share your recruitment information statewide with qualified candidates.

The Golden Key Awards presented by the Governor's Committee on Employment of People with Disabilities has added the ASAP Achievement Award to recognize the state agency or department that is best utilizing ASAP to interview and hire qualified candidates with disabilities. The award will be announced this fall.

See the StateJobs site for more information or contact Sherry Saracino at 801-538-3488 or ssaracino@utah.gov. 

2017 benefit fair raffle winners

Congratulations to the PEHP benefit fair raffle winners:

Jennifer Orton
Sarah Moller
Brett Barratt
Stacey Snyder
Heidy Tippetts
Michael Keith

Jayson Burke
James (Jim) Buckley
LuDean Jensen
Joanne Sayre
Kim McAllister
Jeffery Cowlshaw

Mary Burtch
Sarah Lundell
Jennifer Stahle
Michael Pecorelli
Toni Jex

ERIC Tips

Who Should I call when I don't remember my password to enter time, log into the Gateway, or into my computer?

If you have ever locked yourself out of your computer or other network related systems and did not know what to do next? For starters try resetting your password. If you are locked out of your computer Press Ctrl+Alt+Delete, click on Switch User, and then click on Other Credentials. Select Self Service Password Reset and follow the prompts. If you are logged into your computer but are unable to log into ESS or other network related systems, try logging into the mini portal by going to login2.utah.gov and selecting the My Account tab.

If you are still unable to log into your network systems, please contact the DTS Help Desk for your agency or the main DTS Help Desk at 801-538-3440.

If you have any further questions, please contact ERIC customer service at 801-538-3742.

What is the EE GTLI Taxable and Miscellaneous pay on a pay statement?

Employees who receive the Exempt Life Insurance due to their position will notice upon enrolling in the exempt life insurance policy that they will have a miscellaneous pay added to their pay check each pay period, along with a cash equivalent entry called EE GTLI. The miscellaneous pay is added to the employees payroll to offset what the employee pays in taxes due to the exempt life insurance. Since the exempt life insurance is a free benefit to those exempt employees. [WE](#)

PEHP

PEHP Offers another Enhanced Benefit for you!

Effective July 1, 2017, PEHP is offering another enhancement benefit as part of the value clinic benefit.

PEHP has contracted with Utah Gastroenterology and Granite Peaks Gastroenterology for colonoscopies in the office as part of the PEHP Value Clinics. By performing these procedures in the office instead of a hospital, the rates are significantly lower than when performed in a hospital setting.

Members who get a colonoscopy from one of these value options would receive a \$50 cash back check from PEHP.

- The rebate is paid as part of the claims cost.
 - For example, a typical colonoscopy costs the plan \$1,500 or higher at a facility where the value options on average cost about \$800—with \$750 going to the facility and \$50 going to the member.
- The \$50 to the member is cash back from the health plan and it would be subject to taxes.
- PEHP would withhold FICA tax and the net amount to the member will be \$50.

Watch for more information online at www.pehp.org as well as in the July member email from PEHP!



Webinars Fit Your Schedule

Learn about your URS benefits from the convenience of your home or office by attending a [URS webinar](#). Upcoming dates and times are below. Please [check the list often](#) as we regularly add new dates and topics.



Tier 2 Choice

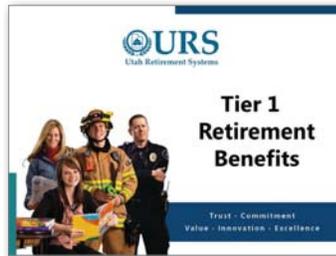
If you're within the first year on the job, you've got a big decision for your financial future. This webinar will help you understand your retirement choice between the Tier 2 Hybrid Retirement System and the Tier 2 Defined Contribution Plan.

July 12, 2 p.m.
» [Register Now](#)

August 15, 9 a.m.
» [Register Now](#)

Sept. 21, 11 a.m.
» [Register Now](#)

» [See Recorded Webinar](#)



Tier 1 Benefits

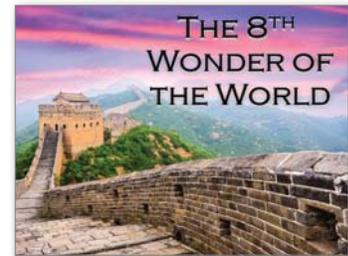
If you have service credit with URS before July 1, 2011, you're in the Tier 1 Retirement System. This webinar gives you a broad understanding of how your pension benefits work.

July 18, 9 a.m.
» [Register Now](#)

401(k) vs. Roth

This overview of URS Savings Plans helps you understand which might be right for you.

» [Check for dates and times](#)



The 8th Wonder of the World

There's a force in the universe that can have a powerful impact on your retirement investments, potentially turning even modest savers into millionaires. Intrigued? You won't want to miss this webinar.

July 11, 2:30 p.m.
» [Register Now](#)





TheStandard®

**State of Utah
Voluntary Short Term Disability Program
Plan Information & New Enrollment Website**

The Standard Insurance Company has provided the State of Utah Employees with a Voluntary Short Term Disability program for over 5 years. Many of you have taken steps to protect your income by enrolling in this valuable program. The Voluntary Short Term Disability replaces a portion of your income in the event you cannot work because of non-work related illness (including pregnancy) or injury.

You may enroll in the Voluntary Short Term Disability plan at any time throughout the year, however, you are subject to a Late Enrollment Penalty. The Late Enrollment Penalty will be applied should you have any type of medical condition (including pregnancy) during the first 12 months of being insured under the plan. If you have a medical condition that causes you to become disabled and unable to work, your benefit waiting period will be extended to 60 days. This Late Enrollment Penalty will no longer be valid after you have been enrolled in the plan for 12 continuous months. If you have an accident and become disabled, the plan will pay benefits based on the waiting period option you chose, either 7 days or 30 days.

The Voluntary Short Term Disability is an affordable way to protect your income in the event you become disabled. You can use your leave hours and apply for Short Term Disability Benefits, it is a tax-free benefit and it is easy to enroll. If you are interested in enrolling, please visit the new enrollment site at <https://standard.benselect.com/stateofutah>.

To login into the system, your User Name is your six digit State issued ID number and your PIN number is your date of birth (example: 06221985) no spaces, dashes etc. and include all 8 digits of your date of birth.

Please visit the above referenced website to review your current Voluntary Short Term Disability elections or enroll in the program.



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