

worklife ELEVATED

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UTAH
LIFE ELEVATED

Meet the New Director

Interview by: Tammy Magee & Trelynn Gehringer, DHRM



Mike Hussey, executive director for the Dept. of Technology Services (DTS) understands that technology is all about the people that use it.

What made you decide to work for the state?

About 20 years ago, I was working for the University of Utah and we bought a home just north of the Utah State Capitol. From there I would grab the bus to go up to the University. By doing so, I met a lot of people who lived and/or worked in this neighborhood, including someone who worked in the Governor's Office for Governor Leavitt. As a result, I heard about a position that was open with Governor Leavitt. I applied, went through the interview process, and they offered me the job. Working for Governor Leavitt was a great opportunity for me; to take advantage of that - to come to the state under those circumstances, was very exciting.



What experience do you bring with you to your position?

One of the things I think that comes with being here for so long is, I have developed a lot of relationships. I've met a lot of people, especially on Capitol Hill, who have really been a great benefit to me in this position. I look at many of the Legislators, Cabinet members, Governor's Office staff, and DTS employees who I have been able to interact with over the years. DTS is a service agency, which means we service the other Cabinet level entities in the state. Therefore, I feel developing all of those relationships and being able to serve all of those agencies is crucial, and I need to continue to develop those relationships to ensure DTS is as strong as it can be.

Aside from relationship building, when I first started working at the Governor's Office, my position as Network Manager was kind of a jack of all trades. It offered a lot of diversity, which I believe gave me beneficial experience that I was able to bring to my current position. I took care of the state network, servers, desktops, etc. In fact, I managed the very first state of Utah website.

There were a lot of firsts in technology at that time, and we were fortunate enough to

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Meet the Director (continued)

have a governor like Governor Leavitt, who was so tech-minded. Carrying forward, we have had great governors who have continued to adopt that mindset. Under Governor Herbert's leadership, the state continues to do some amazing things. We stand out among all of the other states, and I completely attribute that to the great leadership of the governors that we've been fortunate to have.

What have you learned about working for the state of Utah?

I have learned so much about state and local governments; and a great deal about the interaction of all the state entities together. To learn about these interactions has been eye opening for me.

I have learned how technology is going to change lives. There is a [video](#) where a college student did a survey with her peers and she asked questions like "Who's Joe Biden?" "What year did we gain independence?" "Who won the civil war?" Nobody could answer any of those questions right; but then she asks questions like "Who is Brad Pitt married to?" "Who was he married to before that?" Everyone knew these answers. So much of people's knowledge comes from technology, but when it comes to stuff that matters, are they actually retaining it in their minds? It's all social or technology related. That's why I think there is an opportunity to bridge that gap to bring technology into the education side. As much damage as it's done, I think it can also fix a lot of that too. And by working for the state, I can better see how that gap can be bridged.

What do you value in your employees?

DTS employees are the department's biggest asset. We are a service agency - that is our business; so our employees, their expertise, and their ability to interface with individuals is really the strength of DTS. We need to foster and grow our strength. To do this, we have a few pillars of principles. One of them is "Employees Success." We want to make sure our employees feel successful. One of the ideals I'm trying to put forth is having all of the employees understand why they do what they do. Sometimes they're working on a minute detail such as coding or an audit and won't necessarily see the bigger picture - that what DTS is doing, as a whole, is probably changing the way technology within our government entities work.

For example, we're trying to make it easier for the citizens of Utah to interact with state government and to make their lives easier through mobile apps. One of the apps I really thought was cool is the "UDOT Traffic" app. It shows traffic and everything, but there is another overlay where you can see where the snowplows have been. In a recent legislative committee meeting, we also talked about the "Utah Jobs" app; after it's downloaded it shows you all the jobs right around you, everywhere in the state through DWS job referrals. Without our expert staff and their innovation, none of our progressive technology would be possible.

What do you envision for DTS in the future?

One of the things the governor is trying to figure out is how to make our state government more efficient. I think we need to do the same things within DTS. Are there efficiencies we can find? Yes, I think we will leverage a lot of the technology that is coming into the marketplace, and at the same time become a little bit more efficient as we do it while helping our customers in a better way.

One of the main priorities we have is to try and be more secure. We're trying to find more ways to make our servers more secure and we've done a great job with that. For example, all state employees are required to take the security awareness training and the 2016 training, available [here](#). It is so important because the state receives 110 million or so security threats every day. Another example of security awareness is an outside group was hired to come in and evaluate the security of one of the state offices. They had some tricks they used to get through the doors, and proceeded to sit down at the receptionist's computer and try to break into it. When they left, they left her light on. When the receptionist came in the next morning, she knew someone had been at her desk, as she always turned her light off. She also saw some different things on her computer screen, but she didn't say anything. Luckily it was just a test; the lesson learned was that if you see something out of the ordinary, say something. By notifying DTS, you are really protecting the state. WE



DHRM is proud to announce the

2016

Governor's Award for Excellence Program

If you have exceptional co-workers,
don't miss your opportunity to nominate them in:



Outstanding Public Service

Humanitarianism

Energy & Environment

Leadership

Heroism

Innovation & Efficiency

Each agency in the executive branch may select one individual or one team to be an award recipient. **ANYONE** may make a nomination; however, final selection is at the department head's discretion.

All criteria, procedures, and forms
can be found on the Employee Gateway.

For additional questions and
individual agency deadlines,
please contact your respective
HR office.





Flickr, Photo by [Kevin Pham](#) / CC BY 2.0

Clean Air Challenge

By: Chamonix Larsen, Coordinator of Resource Stewardship, DAS

Air quality can vary. It can be severe or slight, and so much of the severity depends on the weather. We know quality in the valleys can be unhealthy when an inversion sets in for several days and there is nothing to flush the particles out of the air. Winter brings these inversions as well the State's General Legislative Session. So even though this is a time when many state agencies have frequent meetings to understand legislation and be a resource to lawmakers and the community, it is also a time to put in an additional effort to improve air quality.

To help encourage employees to make smart choices about air quality during this busy time, state of Utah agencies competed in the second Winter TravelWise Challenge from January 18 to February 15. Employees from thirty-three agencies were ranked by the number of emissions-reducing travel activities they tracked. Things like carpooling, taking transit, walking, biking and skipping trips are all eligible activities.

The outcome of the effort saved 209,000 miles, burned 156,000 calories, saved more than \$67,000 and, prevented over 62 tons of emissions from entering the air. Our top four participants, Mark Winger – Department of Commerce, Dale Jorgensen – Department of Environmental Quality (DEQ), David Kester – Commerce, and Will Clark – Department of Human Resource Management (DHRM) all tracked over 200 trips during the four-week competition. The top four teams all tracked over 1,000 trips. DEQ reported 2692 trips, Department of Technology Services reported 1,796 trips, DHRM reported 1,701, and Department of Commerce reported 1,153 trips. To see how more teams ranked, go to www.travelwisetracker.com/s/sate. Agencies made efforts to encourage participation from awarding a bit of admin leave to taking their top team member to lunch. TravelWise also provided 25 couples with movie tickets for their efforts to make ten clean air trips per week.

Many ask why driving an electric vehicle doesn't count in the competition. Although driving an electric vehicle along the Wasatch Front reduces emissions in the valleys, this competition is a partnership with TravelWise. One of the main goals of the program to also reduce congestion on Utah roads.

Others ask why this matters when air quality is good most of the year. It is true we have many more green air days than red, but red is not the only time air quality is unhealthy. Intermountain Healthcare advises patients who are pregnant, elderly, care for very young children, or have heart or lung conditions to limit outside activity whenever air quality is yellow. More and more, health care professionals are expressing concern for the people's health at any exposure level to air pollution. For that reason everything you do, from walking to committing to idle-free driving, can help you and your family be healthier. **WE**

The First Step to a Secure Future

A common question heard at URS this time of year is, "When are the 2016 Retirement Seminars scheduled?" The answer is below. Three types of seminars are scheduled for 2016. The Early to Mid-Career Seminar is for those more than 10 years from retirement; the Pre-Retirement Seminar is for those within 10 years of retirement; and the Retiree Seminar is for those already retired. The Pre-Retirement Seminar will be held in several new locations, including Heber City, Spanish Fork, and Santa Clara.

Early to Mid-Career Seminar for those more than 10 years from retirement

Learn about...

- Your Pension – How much can you expect?
- Retirement Savings Plans – 401(k), 457, Roth & Traditional IRAs.
- Estate Planning – Wills, trusts, and more.
- College Savings Plans.

Early to Mid-Career Seminars begin at 9 a.m. and end at 1 p.m.

Salt Lake City Friday, May 6

Orem Friday, Aug. 5

Pre-Retirement Seminar for those within 10 years of retirement

Learn about...

- Your Pension – How it's calculated, what options you have.
- Retirement Savings Plans – 401(k), 457, Roth & Traditional IRAs.
- Estate Planning – Wills, trusts, and more.
- Social Security, Medicare, supplemental plans.



Find the seminar
that best fits you and
Register Today!

Space is limited and seminars fill quickly. To register, log in to your myURS account at www.urs.org and click on the Education tab.

Pre-Retirement Seminars begin at 9 a.m. and end at 4 p.m.

Ogden Friday, April 1
Friday, Sept. 16

Salt Lake City Thursday, April 7
Friday, July 15
Friday, July 29
Friday Nov. 4

Orem Friday, April 8

Spanish Fork Friday, June 3

Heber Friday, June 10

Farmington Wednesday, June 15

Provo Friday, June 17

Santa Clara Thursday, June 23

South Jordan Friday, Oct. 7

Retiree Seminar for those who are retired

Learn about...

- Managing your Pension – Things to consider regarding beneficiaries, returning to work, and cost-of-living increases.
- Retirement Savings Plans – Considerations as you draw from your accounts.
- Other topics – Social Security, Medicare, other senior services, and more.

Retiree Seminars begin at 8:30 a.m. and end at 1 p.m.

West Valley Thursday, Sept. 22

Great reasons to switch your auto insurance carrier

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Earned Income Tax Credit

EITC, the Earned Income Tax Credit, sometimes called EIC or Earned Income Credit is a refundable tax credit. Meaning, EITC can reduce the federal tax to zero and any unused credit is refunded. But, workers must file a tax return to get the credit even if their income is below the filing requirement. To qualify, workers must have taxable income from working for someone or from running a business or farm.

EITC Quick Facts

For tax year 2014, 27.5 million received about \$66.7 billion in EITC.

The average amount of EITC paid out in 2014 was more than \$2,400.

Four of five people eligible for the EITC claim it.

EITC and the CTC, Child Tax Credit, greatly reduce poverty for working families. These working family credits lifted an estimated 9.4 million people out of poverty, including 5 million or more than half of them children.

The cost of administering the EITC program ratio to claims paid is less than one percent.

Source: www.eitc.irs.gov

Tax Year 2015 Income Limits and Range of EITC

Number of Qualifying Children	For Single/Head of Household or Qualifying Widow(er), Income Must be Less Than	For Married Filing Jointly, Income Must be Less Than	Range of EITC
No Child	\$14,820	\$20,330	\$2 to \$503
One Child	\$39,131	\$44,651	\$9 to \$3,359
Two Children	\$44,454	\$49,974	\$10 to \$5,548
Three or More Children	\$47,747	\$53,267	\$11 to \$6,242

Who are we missing?

We estimate that four out of five workers claim the EITC they earned. Help IRS reach the potentially qualifying workers who miss out on thousands of dollars every year on EITC. Help us educate them about the credit and motivate them to join the four out of five who file and claim it. This includes workers who are:

- living in rural areas,
- self-employed,
- receiving certain disability pensions or have children with disabilities,
- without a qualifying child,
- not proficient in English,
- grandparents raising their grandchildren, or
- recently divorced, unemployed, or experienced other changes to their marital, financial or parental status

Thank you for your support!



PEHP

Manage your Diabetes

By: Tiffany Anderson, PEHP

Managing diabetes is a daily commitment, one that requires encouragement, education, and support. PEHP Diabetes and YOU is a convenient email and webinar based class to help PEHP members with Type 1 or Type 2 diabetes make healthy choices, manage diabetes, and improve health. The class consists of four weekly 30-minute webinars presented by PEHP Healthy Utah's Registered Dietitians. Each participant will receive class materials that coincide with a weekly webinar, and will receive helpful booklets and handouts to support the learning experience.

Topics over the four weeks include:

- Diabetes Overview
- Nutrition and Diabetes
- Exercise and Everyday Tips for Staying Healthy
- Diabetes Complications

The Diabetes and YOU classes for 2016 will be offered on the following dates:

- March 7 - 28
- June 6 - 27
- September 6 - 26

Members can register for the class and learn about additional diabetes resources by signing in to their personal account at www.pehp.org. Click on "My Health", then "PEHP Wellness Programs", then "Resources for Diabetes"

If you have questions about Diabetes and YOU, contact maria.givler@pehp.org.

It's time for PEHP Open Enrollment!

Open enrollment for the 2016-2017 plan year is April 13 through June 10, 2016. Changes will be effective July 1, 2016. Watch for upcoming information and dates and plan to attend a benefit fair near you*.

Open Enrollment is also a great time to make sure that you have elected and updated your beneficiaries for your PEHP Life Insurance and your Health Equity (HSA) account.

E-Fair

*Unable to attend a local Benefit Fair? PEHP will also have an E-Fair (an online benefit fair) this year. If you're unable to attend a traditional benefit fair, head over to www.pehp.org/efair on or after April 13th to check it out.

Have specific claims questions? Now you can call PEHP Customer Service at (800)765-7347 from 8 a.m. - 6p.m. Monday through Friday.



(Shown in picture L to R) Rob Hougaard (UDAF), Kevin Bailey (Juab County Weed Department), Rich Riding (UDAF), Bracken Davis (UDAF), Aaron Eagar (Utah County Weed Department), Jerry Caldwell (Tooele County Weed Department)

Weeding Out Invasive Species

By: Kristen Cox, Executive Director, GOMB

According to state law, a noxious weed is defined as any plant that is “especially injurious to public health, crops, livestock, land, or other property.” Utah currently has 54 weeds listed as noxious. Noxious weeds impact more than just Utah farmers and ranchers—noxious weeds impact recreation, wildlife, transportation, private land interests, real estate values, and the health of Utah’s ecosystem. They are highly invasive and out-compete native vegetation, reduce crop yields, degrade infrastructure, reduce land values, and can destroy equipment used for construction and recreation.

Improved Performance by 59%

By applying the tools and principles of the SUCCESS Framework, the invasive species program team has improved the program’s overall performance by 59% from 2013 to 2015 which reflects a higher effectiveness in noxious weed treatments within the state. Utah’s diverse landscape requires a wide variety of unique regional priorities for weed management and it is essential that both local and statewide priorities are considered. The plan developed based on the tools and principles of the SUCCESS Framework allows for the inclusion of local prioritization. Using the model to rank projects has led to an increase in weed populations treated from 359 in 2013 to 688 in 2015—a 92% increase.

Focusing Local Efforts on Statewide Priorities

The SUCCESS Framework has improved efforts to control weeds by focusing local efforts on statewide weed priorities which are generally new invaders. The invasive species program team’s SUCCESS Framework plan was developed by a multi-agency team, including Utah Department of Agriculture and Food and three county weed supervisors. The plan prioritized project funding based on weed importance and the number of populations treated. Higher rates of success have been established by treating scattered populations of a high-priority weed that recently invaded the state. This approach has allowed the team to treat an increased number of smaller noxious weed populations that are controllable, thereby providing a greater return on investment of the program’s limited resources. The plan design allows the Department of Agriculture and Food to adjust ranking scores as weeds and weed populations are successfully eradicated and program priorities change.



S U C C E S S
FRAMEWORK

The SUCCESS Framework is a set of management principles designed to boost the quality and efficiency of government services with the goal of creating more value for every tax dollar invested.

For more information about Operational Excellence and the SUCCESS Framework, please visit the Governor’s Office of Management and Budget at: <http://gomb.utah.gov/operational-excellence/>

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New Harmony Hoary Cress Project

The New Harmony hoary cress (whitetop) is an example of one of many projects where the invasive species program has used the SUCCESS Framework to identify priority weed populations to eradicate. Although hoary cress is common in the northern half of the state, it is just beginning to encroach Utah's Dixie. Hoary cress is a highly invasive and competitive plant species that reproduces through both seeds and roots, making it difficult to control. These factors produce a high ranking within the project plan model.

Weeds Decreased by 85%

The New Harmony hoary cress project covers 222 acres of agricultural land adjacent to Zion National Park. The threat of the weed invading the park increases its priority. Beginning in 2013, the 222 acres were sprayed and the fields were planted on an annual basis with an agricultural grass to compete with any surviving weeds. From 2014 to 2015, the weeds decreased by 85% and we anticipate the project will continue to reduce hoary cress throughout Washington County. **WE**



New Harmony Hoary Cress Project Monitoring Plot

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What is an HSA and how does it benefit me?

A health savings account (HSA) is a tax-advantaged savings account that accompanies the STAR Plan offered by PEHP. You are able to contribute tax-free money into your HSA that can be used to pay for qualified medical expenses now and in the future.

There are many benefits to an HSA, including:

- There are **no medical premiums** for the HSA-qualified plan offered through the state of Utah.
- The state of Utah's HSA contributions are \$791.96 for individuals and \$1,583.92 for double or family plans.
- Your money rolls over year after year (it is not a use-it-or-lose-it account).
- Triple tax savings[†]: tax-free deposits, earnings and withdrawals.



EMPOWERING
you to build
HEALTH SAVINGS

When you receive your open enrollment materials, consider how an HSA-qualified health plan could benefit you. Contact HealthEquity member services at 866.960.8058 with any questions. They are available every hour of every day.

**HSAs are never taxed at a federal income tax level when used appropriately for qualified medical expenses. Also, most states recognize HSA funds as tax-free with very few exceptions. Please consult a tax advisor regarding your state's specific rules.*



What waking up on November Daylight Savings feels like



What waking up on March Daylight Savings feels like

Daylight Savings, Spring Forward

It's almost that time of year again. Soon the clocks will spring forward, and we'll enjoy that extra hour of daylight in the evening.

We'll also lose an extra hour of sleep.

During 2016, daylight saving time is in effect from March 13 at 2 a.m. (local time) to Nov. 6 at 2 a.m. (local time).

Here are some tips on coping with daylight savings:

[MoneyTalks](#)
[U.S. News](#)
[Mom.me](#)

Good Luck!



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