

worklife ELEVATED

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Human Resource Management



Meet the New Director

Interview by: Brittani Mitchell, DHRM

Jill Remington Love: former Director of Community and Economic Development for Salt Lake City, and now serving as Executive Director of the Department of Heritage and Arts.



Tell us about yourself

I've worked in local government for about 30 years, I have served on the Salt Lake City Council, was the Director of Community and Economic Development for Salt Lake City. I am married, and I have 3 teenagers. I love public service, and I'm really excited to join the team at Heritage and Arts. It's fun, I'm on a listening and learning tour, where I'm peeling away layers of the onion, I am learning about different programs in the department and the people who are doing great work.



What do you do in your free time?

I like to hike, I like to read, I love sports, we are University of Utah fans and I like to travel. A few years ago, we traveled to the Women's World Cup Soccer Championships in Canada and we were there for the final game when they won. We traveled all through the Canadian Rockies and every few days we'd go to a soccer game. It was fun to be on a long road trip for 17 days. Watching a sporting event as spectacular as that and then seeing all of the wonderful landscape in Canada, I really loved it.

How did you begin working for the State?

I was always aware of this department and the work they did because of my work in City government, we would interface a lot. The department I oversaw of Community and Economic development was responsible for similar programs of Heritage and Arts, like the City Arts Council, Historic

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Meet the Director (continued)

Preservation, and so I was aware the programs in Heritage and Arts- When this job opened up, I jumped at it—everyone knows Heritage and Arts is the place to work in State Government, we do the fun stuff.

What experience do you bring with you to this position?

I feel like I've spent my whole career doing community building, that's what local government is about. I also believe that is what we do in Heritage and Arts, our programs build local communities by preserving what is authentic, saving our stories, celebrating our arts and culture. We promote a better understanding of who we are and how we are different from each other, both through the past and present and through arts and culture. I have 30 years of experience doing that kind of community building.

What do you envision for your agency's future?

We are an eclectic group of divisions, that include Indian Affairs, State Library, History, Multi-Cultural Affairs, Userve and Arts and Museums. Our role is to provide resources and leadership in these areas by partnering with local communities. We are doing a great job and there is so much more we want to do as an agency, to do build upon our work will be about partnerships, and more partnerships.

Why do you enjoy working in public service?

I majored in Journalism and after I graduated from college and began looking for a job, I had this epiphany where I thought about how much I enjoyed being civically engaged and working for causes that I cared about. I had worked on some political campaigns and the light bulb moment for me was when I realized I didn't want to be on the sidelines watching and reporting, I wanted to be involved and make a difference and be a participant rather than a spectator. That began a journey in public service that has been rewarding and meaningful.

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

I feel like they should be giving me advice, I've only been here 6 weeks. I would say come check out the programs in Heritage and Arts, we have 3 galleries that we program and the Rio Grande, Chase Folk Art Museum and the Alice Gallery on South Temple, we have travelling exhibits, we have a wonderful State Library, with library services throughout the State with our bookmobile program. We provide critical library services to the blind. We have tools to encourage preservation, and we are the experts on Utah's history. We promote better understanding of each other through multi-cultural affairs and Indian Affairs. So, we're doing good things that enrich people's lives- and build a better society.

One of the things that I have said to our employees when talking about our mission or vision of the department is we don't build roads, we don't clean the air, we don't provide public safety, but I think we're the heart and soul of State government, we're the personality and spirit of the who we are as a people in Utah. It's our mission to share that, to reflect that. **WE**



Fiscal Year 18 Salary Increase Update

Benn Buys

DHRM is happy to report that Utah's strong economy has helped pave the way for another increase to employee compensation. During a time when many states have been unable to give public employees across-the-board increases, State of Utah employees will be receiving an increase for the seventh straight year. Agencies received funding for these increases in H.B. 8, State Agency and Higher Education Compensation Appropriations. Included in this bill were:

-2.0% Labor Market Increase

A Labor Market Increase operates just like a Cost of Living Adjustment (COLA), but the reason for the increase is because of the rising wages in the market, rather than the rising costs of goods and services. In fact, the State of Utah's across-the-board increases have outpaced inflation since 2012. A Labor Market Increase raises the hourly wage and the salary range for most state employees and jobs, including part-time and temporary positions and those currently at or above the salary range maximum. Constitutional Offices and the Legislative and Judicial branches received the equivalent funding as discretionary money.

-Targeted Funding

Targeted funding is additional compensation for state jobs that were found to be paying far below market rates. These jobs were identified by surveying agencies on what jobs have compensation-related problems resulting in difficulties in attracting and retaining quality personnel. The jobs were then analyzed against over 10 data points, including market position, turnover, applicant numbers, and pay range distribution. The jobs with the worst symptoms of compensation-related problems were recommended for additional funding. Jobs that received 6.5% targeted funding include Contract/Grant Analysts, BCI employees at the Department of Public Safety, JJS Techs at the Department of Human Services, Social Workers, and Communications Interveners. Jobs that received 3% targeted funding include Conservation Officers and Hearing Officers. For a complete list of affected jobs, please see the FY18 Compensation Bulletin after April 7th. HB 8 also provided funding to implement a career ladder for certified staff at the Department of Corrections and discretionary funding for employees at the Department of Alcoholic Beverage Control.

-401(k) Funding

Funding for a 401(k) match of up to \$26 per pay period was again included. The \$26 is the maximum amount allowed in state law.

-Healthcare Funding

Healthcare premium increases were fully funded in H.B. 8. This funding, along with H.C.R 13, Concurrent Resolution For Public Employees' Benefit and Insurance Program, provided for decreases to the employee premiums under the Traditional plans while not changing the STAR and Utah Basic Plus plans. The employee portion of premiums for traditional plans will be decreasing by \$205 per year for family coverage, \$154 per year for double coverage, and \$75 per year for individual coverage.

-Salary increases will go into effect at the beginning of pay period 13 (July 1, 2017) and will be seen on paychecks on July 28th.



PEHP



Answers to Your Benefit Questions

Q: Does my dental insurance have restrictions?

A: PEHP dental plans won't pay for certain services to be repeated within set time periods. For example, fillings are allowed once on the same tooth every 18 months, and panoramic x-rays are allowed once every three years. If you're unhappy with the service the first time, talk to your dentist; most guarantee their work. Many plans have a waiting period of 6 months from the start date of your coverage for orthodontic, implant and prosthodontic benefits. Services to replace teeth missing prior to your coverage date may not be eligible for 5 years.

Q: If I am admitted to inpatient hospital from the ER will my benefits change?

A: Your emergency room benefit covers treatment you get in the emergency room when you're released the same day. If you start in the ER but are taken to another part of the hospital for observation, surgery or reasons other than diagnostic testing, it's considered an admission. The benefit changes to an outpatient or inpatient hospital stay, usually subject to your deductible and co-insurance. After an emergency hospital admission, you or a responsible party have 72 hours to call and notify PEHP. Otherwise, your benefit may be reduced (find details in your benefits summary, available at your benefits library at www.pehp.org) The hospital will usually preauthorize for you, but not always.

Q: Doesn't my doctor know what services are covered by my insurance?

A: Your doctor may tell you that a service is covered by your plan, but it's up to you to verify. Remember, your doctors and their staff may not know all the details of your health plan. Check your benefits summary at www.pehp.org or call us (801-366-7555) when your doctor orders any surgery or diagnostic testing. Better to be safe than stuck with a huge bill.

PEHP

2017 Open Enrollment is just Around the Corner

April 13th – June 9th

Information about benefit fairs and how to review or change your benefits will be sent to your home and to your work-related email in April.

Benefit Fair dates, times and locations are currently available on the Gateway.

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Utah Retirement Systems

Your Secure Future Starts Here

Make 2017 the year you get your retirement planning on track. Take the first step by attending a free, informative URS seminar.

We offer seminars across Utah specifically for you, whether you're early in your career, plan to retire soon, or are already retired. Space is limited. To register, log in to your myURS account at www.urs.org and click the Education tab.

Topics are targeted to the stage of your career and include information about your pension, retirement savings plans, and more.



Early to Mid-Career Seminar

If you're more than 10 years from retirement

9 a.m. to 1 p.m.

SLC-North..... Friday, May 19

SLC-Central..... Friday, Sept. 22

Retiree Seminar

If you're retired

8:30 a.m.-1 p.m.

SLC-Granite.....Wed, July 12

Pre-Retirement Seminar

If you're within 10 years of retirement

9 a.m. to 4 p.m.

South Jordan..... Friday, March 31

SLC-Central..... Friday, April 7

Ogden Friday, April 21

Cedar City Wed, June 7

Farmington Friday, June 9

Spanish Fork..... Friday, June 16

Vernal..... Tuesday, June 20

Logan Friday, June 23

SLC-Granite Friday, July 14

West Valley City Friday, July 28

Ephraim Thurs, Aug. 3

Moab Thurs, Sept. 14

Ogden Friday, Sept. 29

Springville Friday, Oct. 6

SLC-North..... Friday, Oct. 13

SLC-Central..... Friday, Nov. 3

PEHP Health & Benefits

'Know Before You Go' When You Need Medical Care

As healthcare gets costlier and more complex, carefully consider where and how you get care to maximize your PEHP benefits.

"Know Before You Go" — that means taking a few

simple steps beforehand to assure you get the right care, at the best value, and avoid the nasty surprise of an unnecessary large bill.

Go to www.pehp.org/knowbeforeyougo for four simple steps.

Free Medicare Presentations

Join us for a free presentation about Medicare and PEHP Medicare Supplement. We're conducting them across Utah in 2017. Go to www.pehp.org/medicaremeetings



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