



A publication of the Department of
Human Resource Management

UTAH
LIFE ELEVATED

Meet the New Director

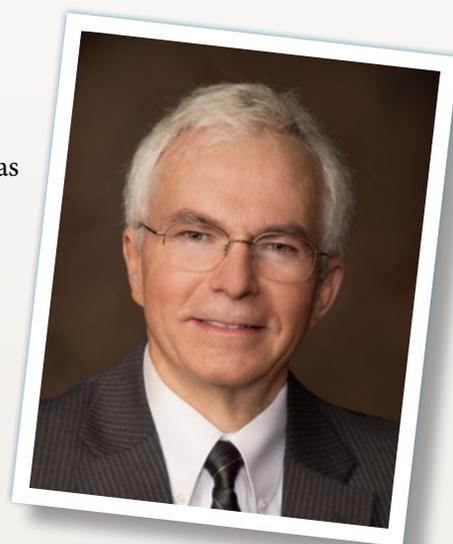
Interview by: Tammy Magee & Shawn Domgaard, DHRM



Dr. Joseph Miner, executive director for the Dept. of Health is not new to public health. He was with the Utah County Health Dept. for 32 years, the Air Force for 4 years, the director of Occupational Medicine at Geneva Steel, and public health director in Ogden for a year and a half.

What made you decide to work for the state?

I came to the state because I know the governor very well and really admire and respect him. He was our county commissioner in Utah county for 14 years, and was outstanding. He helped us establish our Healthy Utah County initiative, as well as the Mount Lance Community Health Center, which has been in Utah county for 23 years now. He helped us establish the volunteer care clinic, where physicians, nurses, and students donate services to help uninsured individuals have a clinic to go to for urgent care needs and get into the health care system.



What experience do you bring with you to your position?

I graduated from BYU and University of Utah Med School. I owed the Air Force a couple of years so I decided to go into the Air Force and fulfill my internship. In the Air Force I was a flight surgeon, which is a fancy military term for doctor. A flight surgeon is a personal surgeon for flight personnel (pilots, navigators, air traffic controllers, and missile launch officers) and is required to fly for a minimum of 4 hours per month as a flight crew member. That way you observe the pilots and flight crew, and train with them for scenarios like crash landings, etc.

When I finished my obligation with the Air Force, I returned to the University of Utah, obtained my masters degree in public health, and finished a residency in preventive medicine and public health; that is my specialty.

I became the acting public health director during my training in Ogden. When I finished, I accepted an offer to become the Director of Occupational Medicine at United States Steel, where I stayed for 4 years. Ever since then, I have been on the occupational medicine residency advisory committee at the U of U which oversees the

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Meet the Director (continued)

post medical school training of physicians of preventative and occupational medicine.

Then the Public Health Director in Provo retired and I was asked to apply for the job. I was there 32 years; and doing a little bit of consulting on the side in occupational medicine. On evenings and weekends I did a lot of work with the community mental health center, even though mental health is not part of the public health dept; it is an important part of public health. I did the medical support for inpatient secure psychiatric unit at Utah Valley Regional Medical Center. When patients were admitted for mental health crisis I gave them medical support, i.e. taking care of asthma, diabetes, and high blood pressure while they received mental health assistance by a psychiatrist.

During that time, before work, I did clinics for juvenile detention detainees. On the same weekends I covered the hospital I gave medical support at the Utah State Hospital for the adult residential treatment center.

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

I've been very impressed at how many very well-educated, bright, diverse employees we have here. In our department there are many employees who have master's degrees, quite a few with PhDs and MDs, and are experts in their field.

The state health department is very different from local health departments. At the state level we are responsible for things like:

- The medical examiner's office, which performs autopsies on suspicious or unexplained deaths.
- The state public health lab, which is very important in helping the state identify infectious diseases or local contaminations, contamination of food or water, if suspected.
- And of course Medicaid, our budget at the DOH is well over 2 billion dollars, and most of that is Medicaid, paying for healthcare for low-income residents in our state.

What do you envision for your agency's future?

First of all, outstanding customer service, particularly with the public. Some of your most important customers are your own co-workers, collaborating well together, communicating ideas; that is very important.

There are a lot of things going on with healthcare. I just came back from a conference for community health workers, which is kind of new thing. Community health workers are people from high risk communities with diverse backgrounds and cultures who are critical to connecting with, understanding, and appreciating high-risk communities. Helping people from diverse cultures and communities, and low-income communities enjoy the same quality of health is a priority the UDOH.

This fits very closely with the intergenerational poverty legislation that passed 4 years ago. To help break the cycle of repetitive dependence on government assistance, welfare, Medicaid, that continues from generation to generation. Working in their communities is critical to breaking that cycle.

Another big issue is understanding that public health goes way beyond a state or local public health department. Everyone practices public health, for better or for worse. You have to relate and collaborate with everyone, rather than just within your own silo or experience. For example, when addressing the intergenerational poverty, we collaborate with human services, workforce service, education, and economic development.

Some of the most basic determinants of health that most people don't think of as being public health is good affordable housing, transportation, education, especially education of children and school readiness of kindergartners in low income, diverse communities. Education is a huge part of public health. In fact, that is more closely tied to the health they will enjoy later in life than almost anything that is done in public health. A good education enables people to obtain jobs that pay adequately and have access to healthcare coverage; all of that is public health. That is my vision and has been the vision of public health for some time. 



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HealthEquity

Your HealthEquity HSA can be an effective retirement tool

The average retired couple will spend over \$250,000* in out-of-pocket medical expenses that are not covered by Medicare. By enrolling and contributing to a health savings account (HSA), you can give yourself a safety net for retirement.

Your HealthEquity HSA funds can be used tax-free* for qualifying medical expenses. After you reach the age of 65, you can use your HSA dollars for anything you choose without penalty. All you need to do is pay income taxes on the funds used for non-qualifying medical expenses.

Contributing the annual maximum to your HSA each year can help you achieve financial freedom in retirement. The 2016 HSA contribution limits are below:

	2016	55+ contribution
Individual coverage	\$3,350	+\$1,000
Family coverage	\$6,750	+\$1,000

**Source: Fidelity Investments*

***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. HealthEquity does not provide legal, tax, financial or medical advice.*

Is Your URS Pension Information Correct? Don't Wait Until It's Too Late to Fix It.

Don't wait until you're ready to retire to verify your URS pension information. If you don't catch it soon enough, it may be too late.

Confirm your information is correct by examining your annual pension statement. Find it by logging into myURS at www.urs.org. From the myURS homepage, find "Pension Annual Statements" in the "Document Center" at the bottom. Download this statement to confirm your years of service, salary history, and beneficiaries. If something doesn't look right, contact URS at 801-366- 7770 or 800-695-4877.

During this last session H.B. 35 was passed that creates a statute of limitations within Title 49, the Utah State Retirement and Insurance Benefit Act, that will clearly give all parties notice of the applicable time limit to discover and resolve errors, claims, and disputes regarding retirement and PEHP benefits, rights, obligations, records, and contributions. In addition to providing a general 4-year limitation period, this legislation provides that a cause of action accrues and the limitation period runs from the date when the aggrieved party became aware, or through the exercise of reasonable diligence should have become aware, of the facts giving rise to the cause of action.

Verify Your URS Pension Statement



Annual Retirement Statement

Retirement Department
 560 East 200 South, Suite 240
 Salt Lake City, UT 84102
 801-366-7770 || 800-695-4877 || www.urs.org

**URS PENSION
(DEFINED BENEFIT)**

1 Salary History 2 Service Credit

ACCOUNT SUMMARY

Member Name: JANE EMPLOYEE

Account # _____
 Birth Date: 01/10/1974 Marital Status: SINGLE Gender: F

System Name

Tier 1 Noncontributory State and School

Service Credit

8,345

Year	Salary	Year	Salary	Year	Salary
2015	44,808.11	2012	39,282.40	2009	36,121.92
2014	43,461.44	2011	37,572.80	2008	35,867.36
2013	41,414.47	2010	36,981.60	2007	16,932.20

DESIGNATED BENEFICIARIES FOR PENSION BENEFIT ACCOUNT

- Primary GEORGE EMPLOYEE
- Contingent BETTY EMPLOYEE

3 Beneficiaries



Find Your Pension Statement

Log in to myURS at www.urs.org. From the myURS homepage, find "Pension Annual Statements" in the "Document Center."

FY 2017 Salary Increase Update

By: Joel Chibota, HR Analyst, DHRM

As the fiscal year draws to a close, you may be wondering if you will be seeing a salary increase at the beginning of Fiscal Year 2017... Under S.B. 8 State Agency and Higher Education Compensation Appropriations the Legislature provided funding for the following salary increases:

- 2.0% General Increase for eligible employees

The Legislative and Judicial branches as well as certain elected office agencies within the Executive Branch received 2.0% funding for a discretionary salary increase that will be administered according to the individual policies for that office.

The 2.0% General Increase

The general increase impacts base salary only and will not result in an increase to your salary range. Most state employees are eligible for the general increase; however, please refer to the [compensation bulletin FY 2017](#) to view detailed eligibility criteria. If you are a non-benefited employee in an IN or TL schedule code, please check with your agency regarding specific details pertaining to your general increase eligibility.

Employees who are within 2.0% of their salary range, at the maximum of their salary range, or above the salary range will receive a bonus equivalent to the calculation of a 2.0% yearly salary increase, paid out in two equal payments. One half of the bonus will be distributed in July 2016 and the other half will be distributed in January 2017.

Fiscal Year End Dates

All salary increases will take effect at the beginning of Pay Period 13 (June 18, 2016). You will see your base salary increase on the pay check that you receive on July 15, 2016. If you are eligible for a bonus, then the first bonus will be paid on July 15, 2016 and the second bonus will be paid on January 13, 2017. If you have additional questions regarding the general increase please contact an HR representative with the Employee Resource Information Center (ERIC) at (801) 538-3742.



Governor's Awards for Excellence

Lieutenant Governor Spencer J. Cox presented twenty six awards to eleven individuals and fifteen teams during the Governor's Award for Excellence ceremony in the Capitol Rotunda on April 27, 2016. The award recipients were selected by their respective agencies for their distinguished service and dedication to the citizens of Utah.

The Governor's Award for Excellence are presented annually to recognize the contributions of state employees in the categories of energy and environment, heroism, humanitarianism, innovation and efficiency, leadership, and outstanding public service.

To see photos and read more about the accomplishments of the 2016 Governor's Awards for Excellence recipients please visit the [Employee Gateway](#). 



(Shown in picture L to R) Marianne Schow, Jamie Boyle and Bill Brandon

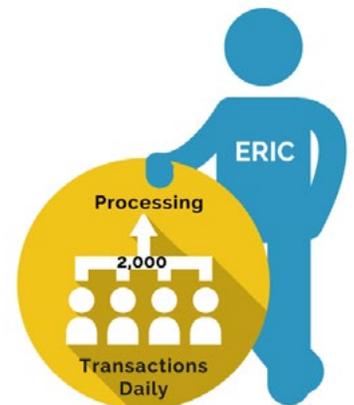
Excellence in ERIC with SUCCESS

By: Kristen Cox, Executive Director, GOMB

Every day at the Department of Human Resource Management's (DHRM) Employee Resource Information Center (ERIC), 26 technicians process around 2,000 employee transactions---everything from new employee on-boarding, to retirement estimates, time sheets, salary actions, terminations, and name changes. By applying the tools and principles of the SUCCESS Framework, the ERIC team has improved performance and value by 94% for employees, managers, the enterprise, and taxpayers.

THE GOAL

ERIC's goal is to process employee transactions as accurately, consistently, and timely as possible with great customer service.



S U C C E S S
F R A M E W O R K

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/>

THE STRATEGY

In 2011, DHRM created ERIC to improve employee transaction processing and leveraged economies of scale by centralizing about 70% of technicians and transactions. Upon starting SUCCESS, they inventoried needs, evaluated performance, and noted a backlog in transaction processing still being done in field offices. This signaled overwhelmed technicians, inaccurate electronic records, and delayed services for employees and managers.

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In July 2014, DHRM capitalized on ERIC's infrastructure, standardized procedures, and proven value by transitioning the remaining 30% of technicians and transactions from field offices to ERIC where they eradicated the backlog in 3 months.

DHRM has remained focused on their goal. They single-task---rather than multitask---and complete as many transactions as possible as 'one-and-done'---handled once, by one person, from start to finish.

"Our focus on measurable goals led us to consider the operational purpose of all HR technicians. Their "blue light" is to support timely and accurate completion of HR transactions. We believed we could get more "blue light" capacity by organizing the flow of work such that as many technicians as possible were single-tasked around this purpose."

- Debbie Cragun, DHRM Executive Director



THE RESULTS

Since FY14, the ERIC team has continued to excel. They're processing a growing number of transactions, on track to exceed 500,000 this year--about a 20% increase--and are doing so with about 25% fewer staff. As a result, DHRM has realized savings of about \$900,000 from reduced staffing and overhead. While some savings were reinvested to increase capacity or reallocated to meet needs, some will be passed on to agencies as reflected in FY17 ISF human resource services and payroll rates that are 3% and 5% lower than they would have been in absence of the realized savings. The ERIC team has also sustained superior quality with improved timeliness, consistency, accuracy, and a 99%

customer satisfaction rating in FY15. By improving the quality processing of more transactions at lower cost, DHRM ERIC has improved value by 94%.

THE FUTURE

Future improvements are on the horizon with the development of DHRM's new management system, HRIS. DHRM's drive to improve performance and value will increase standardization of service delivery across the enterprise, improve clarity around customer cost per service, and strengthen business intelligence for managers and the enterprise.

Congratulations and thanks to the amazing team at DHRM and in ERIC led by Supervisors Marianne Schow & Jamie Boyle and Director Bill Brandon! 



Capitol E-Bikes

On April 20, 2016, at the Utah State Capitol, the State Division of Fleet Operations launched the Capitol Hill E-Bikes pilot, adding electric bicycles to the motor pool available to employees who regularly work on Utah's Capitol Hill. The pilot is intended to reduce emissions and costs of parking and fuel from work related trips, saving up to \$9 to \$11 per trip in some cases.

Employees were able to demo the bicycle fleet with pedal-assisted electric motors, a technology that senses when a rider needs extra power, such as when riding up Capitol Hill. In the future, employees can reserve the bikes, much like they would a motor pool vehicle, to travel to meetings and events in the downtown area and back to the Capitol again.

“We are looking for solutions to clean air and lower costs. The Hill is a great place to pilot electric bikes in our fleet, and implement practical, low-emitting transportation. Bicycles can also help employees get around downtown with less parking hassle or cost than in a car,” said Jeff Mottishaw, Director of the State of Utah Division of Fleet Operations.

The pilot is funded through a partnership grant from UCAIR, a non-profit organization dedicated to helping improve air quality in Utah. The funds support strategies the State of Utah Resource Stewardship Coordinator established to help the state lead in efforts to reduce emissions from work-related travel, and to identify best practices that can be used to improve air quality.

“I realize every trip will not be taken on a bicycle, but I know that experiences can change perception,” said Chamonix Larsen, Resource Stewardship Coordinator. “I am hopeful the experiences employees have using the bicycles will increase clean air choices and a healthier Utah.” [WE](#)





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PEHP

Open Enrollment 2016-2017

NOW is the time to review, and make changes to your benefits. Open enrollment ends June 10th 2016. You can make changes to the following:

Update HSA and life insurance beneficiaries.

Attend a benefit fair!

[Virtual Benefit Fair](#) (online benefit fair) with closed captioning.
Traditional benefit fair. See fair schedule [here](#).

Review your current medical, dental, and vision coverage, even if you are not planning to make any changes

Log into your account on PEHP's website at www.pehp.org

Enroll or re-enroll in flexible spending (pre-tax)

Medical - up to \$2,550; \$500 can be rolled over into the next plan year.
Dependent Care - up to \$5,000; no rollover option.

Sign up or cancel Hyatt Legal during open enrollment only

Short Term Disability

This is the only time to remove coverage.
Sign-up anytime – penalty applies.
Visit the [Employee Gateway](#) for more information.

NEW - Telemedicine benefit! Check out the new way to see a doctor anytime, anywhere at [Amwell](#). This is not only a convenient time-saver, but saves YOU money as well.

Enter to WIN Prizes! Tell-a-sFriend. While telling everyone about PEHP's great services, remember to log your communications about those benefit topics into the ["tell a friend"](#) site to be eligible to win [quarterly prizes](#).

Need assistance navigating open enrollment? PEHP has put together an Open Enrollment Guide, which can be found on the [Employee Gateway](#).

If you have questions or are unable to attend a scheduled Benefit Fair? Please [AskHR](#) or call the ERIC at (801) 538-3742 for your benefit questions.

 2016 State Benefit Fair Schedule					
Agency	Address	City	Room	Date	Time
State Office Building	Admin. Building	Salt Lake	Auditorium	19-Apr	9:30-12:30
Workforce Services	475 W Price River Dr.	Price	North Conf. Room	20-Apr	10:00-12:00
Corrections	255 E 300 N	Gunnison	Large Training Room	21-Apr	9:30-11:30
UDOT Richfield	708 S 100 W	Richfield	Admin Building Conf. Room	21-Apr	2:30-3:30
State Courts	450 S State St.	Salt Lake	1st Floor Conf. Room	25-Apr	10:00-2:00
Dept. of Education	250 E 500 S	Salt Lake	Basement Large Conf. Room	26-Apr	9:30-11:30
Ogden Regional Center	2540 Washington Blvd.	Ogden	Large Conf. Room	27-Apr	10:30-12:30
Calvin Rampton Building	4501 S 2700 W	Salt Lake	Atrium	28-Apr	9:00-2:00
Workforce Services	180 North 100 West	Logan	Large Conf. Room	2-May	10:30-11:30
Natural Resources	1594 W North Temple	Salt Lake	Auditorium	3-May	9:30-11:30
Tax Commission	210 N 1950 W	Salt Lake	Room 1026	3-May	1:00-3:00
Development Center	895 N 900 E	American Fork	Heather Building	4-May	10:30-2:30
Davis ATC	550 E 300 S	Kaysville	Student Commons	5-May	12:30-3:30
DOC (Fred House)	14727 Minuteman Dr.	Draper	Gymnasium	9-May	9:00-2:00
State Hospital	1300 E Center St.	Provo	Gymnasium (USH)	10-May	12:00-3:00
Cannon Health Building	288 N 1460 W	Salt Lake	Room 125	11-May	10:00-1:00
Workforce Services	140 E 300 S	Salt Lake	Room 101 N & 101 S	12-May	10:00-1:00
Uintah Basin ATC Vernal	450 N 2000 W	Vernal	Main Conf. Room	13-May	10:00-12:00
Uintah Basin ATC Roosevelt	1100 E Lagoon St.	Roosevelt	Main Conf. Room	13-May	1:00-3:00
Dixie State University	225 S 700 E	St. George	Gardner Center Ballroom	17-May	9:00-12:00
UDOT	1470 N Airport Rd	Cedar City	Large Conf. Room	17-May	2:00-3:00
DCFS	950 E 25th Street	Ogden	Large Conf. Room	24-May	9:30-10:30
MASOB Building	195 N 1950 W	Salt Lake	Common Area	25-May	10:00-1:00
Workforce Services	1290 E 1450 S	Clearfield	Large Conf. Room	26-May	10:00-11:00
Recovery Services	515 E 100 S	Salt Lake	9th Floor Conf. Room	26-May	1:30-2:30



Spring Cleaning with Safety in Mind

Cabin fever is bad, but worse things can come of unsafe spring cleaning. Here are some tips to get out with the old and in with the new without any mishaps. From smoke detectors to lead paint, here are some tips for a safe spring.

To learn how to keep your home and vehicles protected from more than a little winter buildup and to get a free, no-obligation quote, call Liberty Mutual at 888-389-7549 or visit www.libertymutual.com/utah



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