

worklife ELEVATED

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UTAH
LIFE ELEVATED

Meet Alan Matheson, DEQ

Interview by: Angela Kula & Trelynn Gehringer, DHRM



Alan Matheson is the executive director for the Department of Environmental Quality (DEQ). With experience as a senior partner and lawyer in environmental law and executive director of Envision Utah, Alan has what it takes to go the distance.

What made you decide to work for the state?

I grew up in a family where public service was valued highly. The opportunity to learn and grow, while serving others, was compelling. I have deep roots in Utah (I was born in Logan as a sixth generation Utahn). I wanted to be in a place where my kids and grandkids could grow up having the best of opportunities and the best quality of life possible. I thought by working for the state I could have a role in ensuring that kind of future for my family.

What experience do you bring with you to your position?

Following law school, I was a law clerk for a federal judge. I then practiced law in the private sector. Part of that time I was senior attorney and Environmental Policy Advisor for Arizona Public Service Company. There I learned a lot about environmental law from the perspective of the regulated community. I then became a partner in a law firm where I practiced water law. In 2001, my family and I moved back to Utah to open the office of Trout Unlimited's Utah Water Project. This brought my love of fly-fishing and water policy together. I was also the executive director of Envision Utah for seven years.

I began working for the state of Utah in October 2011. The governor asked me to join his staff as his Senior Environmental Advisor, and in August 2013 I added the title of State Planning Coordinator. I have been in the role as executive director of the Department of Environmental Quality since June of this year (2015) and continue to serve as a policy advisor for the governor.



Contents

Meet the New Director	1
Clean Air Utah	4
New Tax Forms	5
LTD Changes	5
Lighten Up!	6
DEQ Success	7
Holiday Message	8
Domestic Violence	9
URS Advice	10

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Meet the Director (continued)

Have you always had a passion for the environment?

From my earliest days, I have loved the outdoors. In wild country, I find peace and opportunity for personal reflection. I also find adventure. I love mountain biking, cycling, fly fishing, backpacking, and canyoneering--rappelling into southern Utah slot canyons. Some of my greatest memories with family and friends have been the experiences we've shared in the spectacular beauty of Utah.

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

In the environmental arena, many people hold passionate views. We have to look beyond narrow, short-term interests and understand the needs of a wide range of Utahns. We must respect differing viewpoints. When making decisions and developing policies, we have to take into consideration how they affect people's lives, how they affect jobs and the economy, in addition to how they affect the natural environment.

My job is satisfying. Everyday I am able to say, "I've done something today that was interesting, challenging, and meaningful." That is a blessing in a career. We get compensated in a lot of ways. Money is just one of them. But being able to grow personally through our jobs and to contribute to the lives of others, is a real benefit.

What do you value in your employees?

In the first few weeks as executive director at DEQ, I took the opportunity to walk around the floors of the building and get to know the people here, to talk to them individually. There were common themes. One was that people enjoy working here; they feel that it is a challenge, and that it's an opportunity to make a difference. I also learned that it's an impressive group of passionate, caring, smart people. Approximately 70% of the employees here have a master's degree or Ph.d.

This is a diverse group from different backgrounds, different politics, different interests outside of the office, but all of them are committed to this idea of making life better for the people of Utah. They don't take that responsibility lightly. They recognize we're paid through tax payer money, hard earned by the people of Utah, and we need to spend our time efficiently and effectively, and go the extra mile for the people that live here. I believe we all should, and do, feel an urgency to do our best for the people that have entrusted us with government.

What do you envision for DEQ in the future?

There has been a culture of continuous improvement here for a long time - a culture that I intend to continue to foster. We face significant challenges. The regulatory systems at the federal level that we are required to implement are changing all the time. Every time a new federal program comes down, we have to figure out a way to implement it and meet the standards with no additional staff. The population is growing. More operations fall within our jurisdiction. Society's concern for the environment is increasing. The public rightly demands more from us. At the same time, our resources are generally unchanged. These things put a significant burden on our team.

Therefore, as we look into the future, we are going to have to look at new technologies and not only be very open to innovation, but promote it. Our employees must have an even better understanding of how their day-to-day activities affect the lives of Utahns. They must see the big picture and not get lost in the minutia of their particular program. We must act in a way that earns the trust of elected officials, the regulated community, and the public. To do that, we must communicate better and be customer-focused. I'd also like to see us doing more to help industry and the public reduce their environmental impact in positive ways outside of the regulatory structure. **WE**





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CHARITABLE FUND

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Donate online October 5 through November 6, 2015

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It's not too late to pledge your contribution! Last year's Charitable Fund Campaign raised over \$350,000, of which every cent went directly to charities chosen by you. Please contact your department coordinator or review the Charitable Fund web site if you have questions.

<http://www.usecf.state.ut.us>



Cool Air is Coming, Let's keep it Clean this Winter by Starting Today

By: Chamonix Larsen, Coordinator of Resource Stewardship, DAS

On October 27, Governor Herbert made opening remarks at the Utah Air & Energy Symposium. He announced that Utah now has a population of 3 million people. He also told how he is confident the State of Utah can grow and also have clean air. We know that emissions are coming from things we do everyday. But everyday, state entities are also trying ways to clean up the air while maintaining value and service to the state.

As the State Coordinator of Resource Stewardship, one of my duties is to report activities state entities are implementing that can improve air quality. I presented [my annual report](#) in October to the Business and Labor and the Natural Resources, Agriculture and Environment Interim Committees. There are many great things happening. I encourage state employees to look around to see what is emerging that can have a positive impact on air quality. Many of these things are fun to do, can be more convenient, and increase the quality of our health as well.

Earlier this fall, September hosted idle-free month, and the beginning of what Governor Herbert declared idle-free season. If your looking for the first step in doing your part to clean up the air, start with idle-free practices in the car. Utah State University has been researching a comparison between the emissions from starting a cold or warm engine. If you know you are going to be stopped for a minute, shut it off. When the car is warmed up the emissions from the restart are lower than if you let it idle. And forget those urban legends about the car needing to warm up. If you aren't driving a classic vintage model, your car is probably advanced enough to warm up while your moving. Agencies can support the declaration with idle-free signage to communicate that the State of Utah government is an idle-free organization. Find out more by visiting [Utah Clean Cities](#).

Have you tried things to help clean up the air but have run into a roadblock? I have been wondering that too. To help me and state of utah agencies know more about the barriers that may exist for state employees, take a state agency employee survey and help determine what is working, and what could be a goal for the state or an agency in the future to help employees make a difference in air quality. [WE](#)

New Tax Form for Employees



The Affordable Care Act is requiring that Employers report to the IRS on your medical insurance. In January 2016 you may see the Form 1095-C, which includes information about the health insurance coverage offered to you and, if applicable, your family.

You may need to submit information from the form(s) in 2016 as a part of your personal tax filing for 2015.

Although you will only receive one Form 1095-C from the state, you may receive multiple Forms 1095-C (or 1095-B) if you had multiple employers during the year

(for example, you left employment with one employer and began a new position of employment with another employer). In that situation, each Form 1095-C would have information only about the health insurance coverage offered to you by the employer identified on the form.

Form 1095-C will be mailed by PEHP to your home by February 1, 2016. Additional information on the 1095-C form can be found at <http://www.irs.gov/uac/About-Form-1094-C>.

Long Term Disability Changes for 2016

Employees on PEHP's Long Term Disability (LTD) currently maintain eligibility in PEHP's medical, dental and vision plans. A portion of that medical premium is currently being waived.

Beginning January 1, 2016, employees on LTD will no longer be covered under PEHP's medical, dental or vision plans.

In place of a medical premium waiver, PEHP will provide employees with a medical coverage stipend in their LTD check each month. The purpose of the stipend is to allow employees the ability to purchase insurance in the public medical insurance marketplace.

Affected employees are urged to visit www.healthcare.gov to research their insurance options well before the effective date of January 1, 2016. This change does not affect the actual LTD wage replacement benefit in any way.

FAQ's regarding this change, can be found on the Employee gateway.

Please contact PEHP's LTD department at 801-366-7583 or 800-365-7374 for questions.



PEHP Wants to Help You Lighten Up!

By: Tiffany Anderson, PEHP

Maintaining a healthy weight is important for good health and can improve your quality of life. Both you and your doctor are the experts when it comes to your health and well-being. Understanding your BMI, knowing your body fat percentage and (most importantly) how you feel can help you determine a weight that is best for you. Once you have a number in mind, PEHP can help you reach and maintain your goal weight.

Whether you wish to lose 5 pounds or 50, or maintain your current weight, PEHP Wellness has resources and programs to support you. Weight management can be challenging and is affected by age, gender, medications, stress, and chronic health conditions. PEHP has taken these factors in mind and offers two FREE programs designed to help PEHP members reach and maintain a healthy weight.

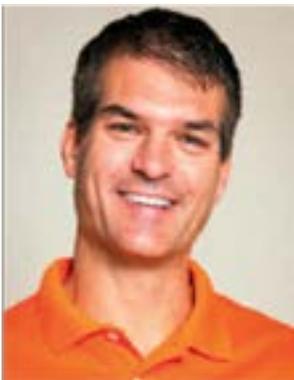
Looking for one-on-one coaching and personalized help?

Check out **PEHP Waist Aweigh** for education, support, and encouragement. If you have a Body Mass Index (BMI) of 30 or higher, this weight management program provides education, support, and rebates to help you succeed in reaching your weight loss goals. Participants are offered phone or email coaching and can earn a rebate by successfully meeting a weight loss goal of losing one BMI point every 60 days. Learn more about PEHP Waist Aweigh and download the enrollment packet [here](#).

Would you prefer self-paced learning and online classes?

Check out PEHP Lighten Up. All enrolled PEHP members and spouses can participate in this 8-week web-based class taught and developed by PEHP Registered Dietitians. You will explore tools and key concepts to help you maintain a life-long healthy weight. Course topics include nutrition basics, meal planning, behavior change, emotional eating, and much more!

PEHP Lighten Up classes begin January 2016, read more about this class and see how to register [here](#). 



PEHP Healthy Utah & Novo Nordisk Present:

Racing to the Finish Line with Ironman Triathlete Jay Hewitt

When: Friday, November 13th 12:00pm to 1:00pm

Where: Aspen Room in the East Senate Building at the Utah State Capitol Complex

Jay is a motivational speaker, attorney, and elite Ironman Triathlete with Type 1 Diabetes. His message is, "Don't let diabetes hold you back!" [Register here](#) to reserve your FREE seat.

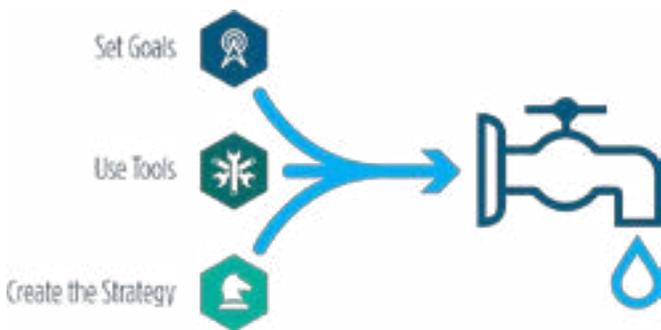
Feel free to bring a lunch and listen to Jay talk about his Ironman experience and [Finish Line Vision](#). For PEHP members and spouses, space is limited – [sign up today!](#)



DEQ, Drinking up SUCCESS

By: Kristen Cox, Executive Director, GOMB

The Division of Drinking Water's mission is to work cooperatively with drinking water professionals and the public to ensure a safe and reliable supply of drinking water. The division regulates over 1,000 public water systems in Utah. The engineering review program reviews and approves drinking water-related projects received from public water systems or their consultants. Such reviews verify conformance with existing state rules and common engineering practices, with the goal of ensuring a safe and reliable supply of drinking water.



Overcoming Obstacles with SUCCESS

The engineering review program has faced several challenges including the loss of engineering staff, an inability to fill vacant positions, increased workload, and inconsistent quality in reviews. While the division has a history of doing more with less, the SUCCESS fundamentals have further improved the work and services of the engineering review program.

Methods for Improving Performance

To deal with the difficulty in filling engineering vacancies, a careful evaluation was conducted to identify the engineers' and managers' tasks and time spent performing each task. As a result, an engineering position was converted to a scientist position and selected tasks were transferred.

Leveraged Existing Resources to Increase Efficiency

Using the fundamentals of the SUCCESS Framework, the Division of Drinking Water not only found a way for management to track and manage performance on both a programmatic and individual basis, it also leveraged existing resources in order to provide increased benefit to the public at a lower cost. Thanks to Ken Bousfield, Ying-Ying Macauley, Michael Grange, Nathan Lunstad, and the other members of the engineering review team for their on-going efforts to improve operations and safeguard Utah's drinking water.

Good Work, DEQ Team!

[Read more here.](#) 



The SUCCESS Framework is a set of management principles designed to boost the quality and efficiency of government services with the goal of delivering ever-increasing value per dollar to the citizens of the state of Utah.

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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GARY R. HERBERT
GOVERNOR

SPENCER J. COX
LIEUTENANT GOVERNOR

Greetings Friends,

This is the season to gather with families and friends for good food, wholesome fun, and holiday gift-giving. It is also a time when Jeanette and I take stock of our many blessings and thank those whose efforts have enriched all of our lives.

Some of our choicest blessings are to live in the greatest state in the nation and to serve the people of Utah alongside so many wonderful state employees.

Our hearts are filled with gratitude for the dedication of the more than 23,000 employees who keep the wheels of state government rolling and help make Utah the best-managed state in our country.

Thanks to you, Utah has enjoyed tremendous success this year. Your invaluable contributions and greater efficiency in serving the people of Utah make our state the best place to live, work, and raise our families.

As we celebrate the holidays this year, it is my hope that we will all take time to reflect on our many blessings. May we carry gratitude in our hearts and express it in our actions through service to others.

Jeanette and I wish you and your families a joyous and safe holiday season.

Sincerely,

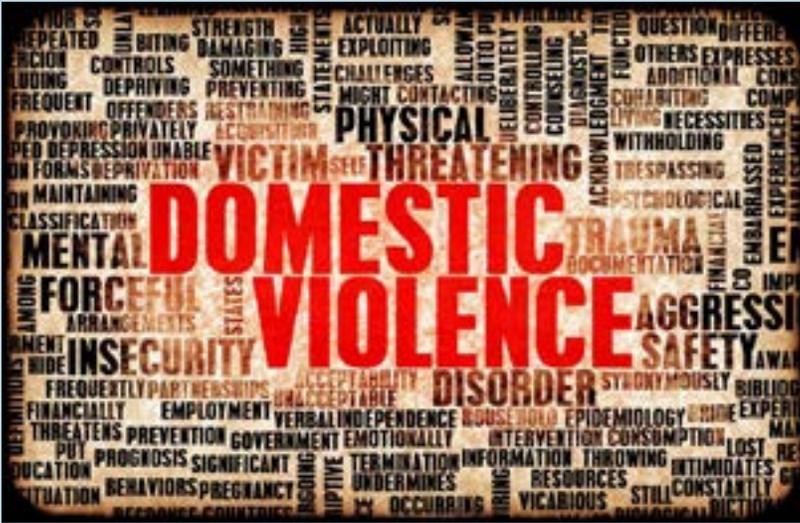
A handwritten signature in black ink that reads "Gary R. Herbert".

Gary R. Herbert
Governor

Becoming Part of the Solution

Domestic Violence Awareness & Prevention

By: Megan Waters, Health Program Specialist, DOH



Domestic violence is no longer an issue to be dealt with behind closed doors; we are all part of the solution. October is Domestic Violence Awareness Month, but this type of abuse occurs every month, every day, and to every walk of life in Utah.

In fact, nearly 3,000 Utah women, men, and children sought safety at a domestic violence shelters in 2013 (No More Secrets report, 2014). And almost half (42.9%) of all homicides in Utah between 2000-2013 were related to domestic violence (No More Secrets Report, 2014). Domestic violence is no respecter of persons; affecting individuals regardless of age, economic status, sexual

orientation, gender, race, religion, or nationality. And the impact it has on individuals, families, workplaces, and our communities is staggering.

Domestic violence occurs when one person in a relationship purposely hurts another person physically, sexually, or emotionally. Domestic violence is also called intimate partner violence or interpersonal violence, because it often is caused by a spouse, partner, or former spouse or partner. Both women and men can be abusers and abuse can occur whether or not people live under the same roof. It is a pattern of behavior used to establish power and control over another person through fear and intimidation, often including the threat or use of violence and may include physical violence, sexual violence, psychological violence, and/or emotional abuse.

WHAT CAN I DO TO PREVENT DOMESTIC VIOLENCE? Everyone can help put an end to domestic violence and sexual assault by becoming engaged bystanders and helping to establish workplaces, schools, communities, and homes where healthy and positive relationships are based on respect, safety, and equality.

Recognize warning signs of abuse. Signs of an abusive relationship may include: exerting strict control (financial, social, and/or appearance); needing constant contact including excessive texts/calls; emotional abuse including insulting a partner in front of others; extreme jealousy; showing fear of a partner; isolation from family and friends; frequent canceling of plans at the last minute; or unexplained injuries or explanations that don't quite add up.

When you see or hear something happen that doesn't feel right, take a stand. Bystanders can make a big difference. Be respectful of yourself and others. If you see someone who looks or acts like they are in trouble, ask them if they are OK. If you see someone doing something inappropriate, derogatory, or abusive speak up and let them know the behavior is wrong. If the situation is serious, call for help.

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Believe someone who discloses they are being abused. Avoid judgment and be a good listener. Be informed of resources so that you know where to go to find help.

If you or anyone you know is experiencing domestic violence, seeking resources or information, or questioning unhealthy aspects of a relationship, contact the National Domestic Violence Hotline at 1-800-799-SAFE (7233) or <http://www.thehotline.org/help>. Confidential, 24/7 resources are available to callers.

In Utah, 24/7 confidential help is available from the Domestic Violence LINKLine by calling 1-800-897-LINK (5465) or the Rape and Sexual Assault Crisis Line at 1-888-421-1100. The Utah Domestic Violence Council also has resources, including legal aid and local domestic violence shelter information at <http://udvc.org>.

For data and prevention tips about domestic violence, dating violence, child abuse, and rape and sexual assault, visit the Utah Department of Health, Violence & Injury Prevention Program website at <http://health.utah.gov/vipp>. 



NEED FINANCIAL ADVICE?

We all need a little help with our investments and retirement planning from time to time. As a URS member, you get access to professional URS Investment Advisors at no charge. To register for a counseling session, log into your myURS account and click on the Educating tab to get customized advice about your retirement planning.

URS will offer two types of individual counseling sessions, customized to meet your needs.

Session A Basic Questions and Recommendations:

- Pension benefits
- Savings plans (401k, 457, IRSs)
- Service purchases
- Tier 2 decision
- Investment options
- Other basic questions

Session B Comprehensive Retire Plan

Develop a comprehensive plan for a better retirement.

They will determine:

- Where you are now in terms of retirement readiness
- Where you want to be
- And how to get there



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