

# worklife ELEVATED

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UTAH  
LIFE ELEVATED

## Meet the Director

Interview by: Kelley Whalen, DHRM



### Paul Garver

Executive Director, Department of Human Resource Management

#### *Tell us about yourself:*

I was born in Huntington Beach in Southern California and lived there for 20 years. At the age of 19, I moved to New York City and, while I was there, had my eyes opened to what the world had to offer. Since then, I have moved multiple times to many different states. I have been married for 28 years and we have moved 13 times with most of our time spent in the eastern US states. My bachelor's degree, as well as my MBA, is from BYU. I have 20 years of professional experience in different industries within the private sector, including space, defence, and chemical manufacturing.

#### *What do you do in your spare time?*

I love to travel, and also learn about historical events, especially American history. Living on the east coast I had the great opportunity to learn about early American history, while visiting many historical sights.

#### *What experience do you bring from the private sector that you believe will be beneficial in the public sector?*

I have been able to work with many great companies such as Honeywell, International and Smith's Detection, Inc. These were large corporations with excellence in system and process discipline. In my opinion, these organizations were on the forefront of HR thought and practice. So, I look to bring that experience to the government sector to see where we might continue to transform human resources to provide even more value to our customers.

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## Meet the Director (continued)

### *What excites you about charting a path for DHRM's future?:*

First of all, let me applaud my predecessors for transforming HR from a transactional agency into one that is positioning itself to provide more and more value to the customer. I envision that we will continue that path. I am reaching out to my agency leadership peers and working with my leadership team to develop that vision. We want to be providing human resource services and support that are valuable and effective to our customers.

### *What helpful advice have you gained from mentors over the course of your career?*

I think something that has been evident in my career and is based upon good advice I received early on is to not be afraid of change. Change is inevitable and there is naturally a lot of resistance to change. But that is what brings new opportunities, learning and growth. My advice would be to not shy away from change; instead, embrace it and use it to challenge yourself and to help yourself grow.

### *What do you value in the work that you do?*

What I really love about my job is making "it" better, whatever "it" is. This includes making myself better as well. I see great value in that improvement process. I have had some great roles in companies that have had some great missions. They were not all about making money, but rather making the world a better place. I believe that our mission here in state government is to make the world a better place. We are here to serve the community, so if I am able to better that mission in any way, I take great value in that.

### *What are you excited about most in your new position?*

Learning! The public sector is new to me and I love learning. I have seen some similarities from private to public, but I am excited for the challenge. I have not been through a legislative session yet, and I am sure that is where I will see a lot of the differences, but I am excited for what is ahead.

## Why Financial Wellness Matters

By: Utah Office of the State Treasurer

Is financial stress affecting your work performance – or the performance of your employees? If so, you are not alone. Several recent studies reveal a strong connection between financial wellness and employee performance. Even with a relatively positive economic outlook, financial stress rates in the U.S. are the highest they have been in recent years. According to a new American Psychological Association (APA) study, 72% of U.S. adults report feeling stressed about their finances at least some of the time, with 22% saying they have experienced extreme financial stress.

Employees are carrying that stress with them to work. A 2017 PwC study found that employees who are stressed about money are nearly five times as likely to be distracted by their finances at work, twice as likely to spend three hours or more at work dealing with financial matters, and three times more likely to spend five hours or more work time worrying about money. In addition, the PwC study found that stressed employees are twice as likely to miss work because of their personal financial issues and health issues caused by financial stress.

### So what can you do to get a handle on your financial stress?

#### **1. Assess your situation and make a plan.**

Set aside a few hours to jot down all of your existing debt, assets, and income to gain a more complete understanding of your financial situation and take control of your spending. What recurring payments are you making on a monthly basis? Are you spending money on things like online subscriptions, magazines, and television that you can negotiate for less or live without? Identify other cost-saving measures like preparing your meals at home and purchasing fewer name brand products. According to the PwC study, among those who say finances cause them the most stress, 70% consistently carry a credit card balance. If you have a credit card balance, pay more than the minimum payment each month.

#### **2. Build an emergency fund**

The Federal Reserve's 2016 Report on the Economic Well-Being of U.S. Households found that 44% of adults cannot cover an emergency expense costing \$400 or would cover it by selling something or borrowing money. To avert a financial emergency, start building an emergency fund that can cover three months of expenses, with a goal to eventually build eight-to-12 months worth of savings.

#### **3. Evaluate your retirement savings**

According to the U.S. Census Bureau, the average retirement age is 63. A person who lives to age 90 will need to make her savings last 27 years. Yet nearly a quarter of U.S. workers and 21% of retirees have less than \$1,000 saved for retirement, and 55% of workers and 38% of retirees have less than \$50,000 saved (2017 Retirement Confidence Survey). As a URS member, you have 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.

#### **4. Follow the State Treasurer's Office**

Promoting consumer financial capability is an important objective of the State Treasurer's Office. Follow us on [Facebook](#) and join our new Facebook group: Utahns in the Money: Utah Financial Empowerment for more information on consumer finance and access to informational resources and upcoming events.

## How to Spot Phishing

We have recently seen an increase in the number of phishing messages being sent to State of Utah employees. The Department of Technology Services has partnered with MS-ISAC to help raise security awareness. Please take a few minutes and read the [How to Spot Phishing Messages Like a Pro](#) article from the Center for Internet Security.

Recommendations to help protect you from becoming a phishing victim:

- If it seems too good to be true, it probably is.
- Hover your cursor over links in messages to find where the link is actually going.
- Look for misspellings and poor grammar, which can be good signs a message is a fraud.
- Never respond to an email requesting sensitive personal information (birthday, Social Security Number, username/password, etc.)

Thanks for doing your part to help protect the confidentiality, integrity and availability of the State of Utah's data. Be sure to complete the [2018 Security Awareness Training Course](#) if you haven't already.

## Three Ways to Save You Money!

### Use PEHP Cost Comparison Tools

Finding quality care at the right place is important. We have several cost comparison tools that help you shop for the best value and the best providers. To get started, simply log in to your PEHP account at [pehp.org](http://pehp.org). When you log in, you have access to the PEHP Provider Lookup, where you can find doctors and other healthcare providers in your network, see provider cost information, and read reviews from other PEHP members.

### Crisis & Life Assistance Counseling

You have access to counseling services with Blomquist Hale Employee Assistance. Crisis counseling is also available 24/7 and always confidential. PEHP pays 100% of the cost. Call 1-800-926-9619 for an appointment.

### Looking for Lower Drug Costs?

Search for coverage and pricing for any medication available through your drug benefit plan. Log in to your PEHP account at [pehp.org](http://pehp.org), go to MyBenefits and click on Express Scripts Personal Account. You'll see medication prices from different pharmacies, including home delivery, which is often less expensive. To get the best deal, make sure you use the PEHP Preferred Drug List. You can call us for help, 801-366-7551 or 888-366-7551.

## Congratulations 2018 Benefit Fair Winners!

A number of fantastic prizes, ranging from yoga supplies, to cooler bags and gift cards, were delivered to the following 14 lucky winners during the month of June.

Reena Partola

Eric Swain

Gayle Six

Brian Jaques

Brad Buckmiller

Michael Floor

Mark Steinagel

Amy Cooper

Rod Villamil

Jill Mcafee

Sarah Box

Marcie Larson

Pam Livingston

Sharon Helf



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