

worklife ELEVATED

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UTAH
LIFE ELEVATED

Meet the Director

Interview by: Chris Peterson, DHRM



Major General Jefferson Burton:

Adjutant General, Utah National Guard

Every morning, General Burton tucks notes into the band of his hat before he goes to work. They are gifts from school kids along with one special note that contains a list of the 12 men who were killed in combat or during 9/11 under his command. The General carries the notes as reminders of duty and sacrifice. "They are reminders of why I do what I do," he says.

General Burton comes from a family with a tradition of military service and had always been interested in following that tradition. In talking with him, he comes across as authentically Utahan, and it was no surprise to find out he had graduated from Payson High School and that he has pioneer stock among his ancestors.

General Burton has served over 35 years in the military and has experienced a wide variety of assignments. One assignment that changed his view of the world and helped him understand the deep service nature of the military came as he was stationed in western Germany during the end of the Cold War when the Berlin Wall came down. He saw many refugees come across from eastern Germany and other eastern European countries during that time period and witnessed firsthand how devastating it can be to live under bad government regimes.

General Burton is very proud to serve the State of Utah because of how well the state is managed. In addition to Utah, he has lived in Alabama, New York, Pennsylvania and California. General Burton collaborates with 53 other Adjutant Generals throughout the country and gets to see how their states' management (in particular their fiscal management) impacts their ability to maintain readiness and accomplish their military missions.



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Meet the Director (continued)

Tell us about Utah's military tradition:

Utah is a state where fewer citizens per capita join and serve in the military compared to other states. And yet, even though Utah has fewer people who serve in the military, the state has a great culture of honoring those who do serve and respecting that service. In general, Utahans are service oriented people. You see them serve in many other organizations and I think it gets at the root of what it means to be from Utah. I think that's why Utahans respect and honor the sacrifice made by service members.

What does it mean to be in the military?

Military isn't how Hollywood paints it. What I've found over 35 years is that the people here deeply care about this country and they want to do the right thing. This organization teaches values of loyalty, duty, selfless service, honor, integrity and personal courage, and if you don't absorb those or display those values, eventually you will be weeded out of the organization. What I love about the military is that everyone has a common objective, a common goal, and when everyone buys into that mission, it's fun to lead.

But, military service is gut crunching work. We work long hours. During deployments, 20-hour days are the norm. You sleep on a rock. You sleep where you can find a place to sleep. The food and the conditions are bad. After the deployment cycle you come back and have to reintegrate with your family and that is hard to anticipate for soldiers and airmen entering the military.

On the other hand, military service develops leadership and follower-ship in the extreme. Most management and leadership books miss the mark. Leadership in the military is different and challenging in that it has the power over life and death. Citizens grant that to us. We do things to stress people physically, emotionally, and mentally to see how individuals will function and operate in those situations because when we're in tough situations we must know our leaders and followers won't be flustered or thrown off by external events. It's fun as a leader to see others progress and become leaders, and to see them find talents and skills that they didn't even know they possess.

We teach our military folks to be flexible and adaptable. The Utah National Guard consists of about 7300 soldiers and airmen, and most of them have at least two or three skills that they've been trained in. There are a variety of jobs and skills learned in a military career and most are present in our Utah National Guard. I started my military career in security as a military police officer. Later, I worked as a combat engineer hunting bombs and explosives. I have also worked as an intelligence officer, a recruiter, and an instructor, before I become a general officer. And the skills needed to change with the mission assignments. Whether it's nation building where we're building clinics and schools after a war conflict, engaging enemy soldiers in the field of battle, or recruiting and teaching new soldiers and airmen, there is a great variety of skills needed in the military to be successful in each of those missions. A general officer has to be a generalist and has to be able to support all of those branches in all of those missions.

Meet the Director (continued)

What do you see in the future for the military and the National Guard?

Young people are the strength of our nation. I have a great deal of hope for our country. These are amazing young people. I don't think we should try to change the new generation; instead, we should try to harness their strengths to make our organization better.

The lesson to learn is that those who adapt and overcome survive, and those that insist on staying the same ultimately atrophy and die. When you look at the military, what is our primary role? It is to defend the citizens against aggression. And in the guards case, the role is also to respond to disasters, so we've always got to be looking for ways to be progressive and how we can change to meet what an enemy might do. Ultimately, we always red team everything in the sense that we look at what an enemy might do. They get a vote. One of things I love about the military is that we are highly adaptable to the conditions around us.

What advice can you give for people with family members or friends deployed.

First of all, I want to thank the family members of our airmen and soldiers. We couldn't do what we do without the support of the families and citizens from this state. Next, I would advise family member and friends to be patient with their military family members. When bullets are flying and difficult conditions are going on, it changes you. You're never the same. And when you come home, it takes a little time to reintegrate. I always tell my soldiers and airmen when they come home, "welcome home. I want you to look at the family member sitting next to you that just picked you up, and realize that they're in charge. You're not. Go home. Relax. Try not to take over. Your significant other or your spouse has been running the family while you've been gone, and they've grown in capacity. Recognize what they've learned, and allow them to continue while you decompress."

These families are heroes. They carry on while we're gone and they keep things going. They keep the home fires burning. We need to respect them for what they've done while we've been gone.

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2018 Clear the Air Challenge

The State of Utah has always had strong participation in the challenge over the past years, and we carried the momentum forward this year. Thank you to the following agencies for their support in the 2018 Clear the Air Challenge:

Public Service Commission
Department of Administrative Services
Department of Alcoholic Beverage Control
Department of Corrections
Department of Environmental Quality (7th place overall and highest ranking State agency)
Department of Health
Department of Heritage and Arts
Department of Human Services
Department of Public Safety
Department of Technology
Department of Veterans and Military Affairs
Governor's Office of Economic Development
Governor's Office of Energy Development
Office of Education
Trust Lands Administration
Utah Department of Transportation
Utah Courts
Utah Department of Commerce
Utah Department of Human Resources
Utah Department of Natural Resources
Governor's Office of Management & Budget
Utah Labor Commission
Utah National Guard
Utah State Tax Commission

Overall Results for 2018 Clear the Air Challenge Goal: 300,000 Trips

Total Trips Achieved:

89,076

Total Distance:

1,427,134 miles

CO2 Saved:

386.1 tons

Money Saved:

\$423,388.78

Calories Burned:

2,120,838

Participants:

2,552

Top Network

University of Utah with 12,783 trips

Thank you to everyone that participated in this year's Clear the Air Challenge! Your everyday actions make lifelong air quality changes for your community, so get walking, go biking, carpool with a friend, and we'll see you on public transit!

Employee Spotlight:

Rachel Parkinson, Visitor Services Manager

Rachel Parkinson is the Visitor Services Manager and in charge of the daily visitor happenings within the State Capitol. She is the first to say that her department is run by her amazing Docents who lead school children and visitors on tours to explore Utah's history, art and legislative process, as well as a history of the restoration. No two tours are exactly the same because it is custom tailored to each group of visitors. An estimated 250,000+ people visit the Capitol building each year, welcomed by 40-50 Docents. The Docents range from students wanting to improve their public speaking skills, to education/history majors with the greatest number being retirees.

Visitor Services is part of the Capitol Preservation Board. The Capitol Preservation Board (CPB) was established by Governor Leavitt in 1998, to serve as stewards of the building with the responsibility to maintain, improve, and oversee the buildings and grounds on the Capitol Hill Complex. CPB, is the smallest state agency with only eleven full time employees who lovingly care for the People's House. They oversee approximately 4,500 events hosted on Capitol Hill, with half of them happening in the 45 days of Legislative Session.

Rachel has been with the state for three years and absolutely loves it. She said, "I can't imagine ever leaving the public sector. It's a family, and there is just so much value. A lot of people talk about working for the state because of the benefits, but there are those intrinsic values that you can't put on paper that you get from working for the state. You feel like you are a part of something greater and that you are making a difference. Yes, all of the retirement and health benefits are great; but additionally, there is just a feel good factor in working with the public."

Her favorite part of her job is the people she gets to work with. She said, "I get to interact with Utah's very finest, as well as people who are visiting Utah for the very first time. I always say I'm a Texan by birth, but a Utahan by heart. I want people to feel that. I want them to feel welcomed and want them to come back. We have the greatest people here in Utah." We couldn't agree more!

For more information, follow @UTStateCapitol on Facebook, Instagram and Twitter.



Tax Tips:

With income tax filing season in full swing, the Utah State Tax Commission reminds state employees they can file their taxes on-line for free. Employees can go to incometax.utah.gov and follow step-by-step instructions for filing State income taxes.

The following information is needed for filing Utah individual income tax return:

- 1) Copy of your federal tax return
- 2) W-2, 1099, K-1 and TC-675R forms with Utah withholding and
- 3) Tax deduction and credit documents

“Filing your income tax return doesn’t need to be complex or difficult,” says Charlie Roberts, public information officer for the Tax Commission. “We’ve put together information to help you understand the state tax requirements.” A line-by-line guide that follows lines on your tax form are provided on the site. “When you finish your return, we have instructions for filing electronically or by paper, and how to pay any amount you might owe,” he added.

Contact: Charlie Roberts (charlie@utah.gov, 801 297-3910)

Special Leave Options for Organ Donors

In recognition of April’s National Donate Life Month, DHRM would like to remind state employees about the special leave offered to donors of bone marrow or a human organ.

A state employee who serves as a bone marrow or human organ donor will receive:

- 7 days of paid leave for donating bone marrow
- 30 days of paid leave for donating a human organ

Please work with your supervisor and the Department of Human Resource Management to make the necessary arrangements prior to making plans to donate bone marrow or a human organ.



THE STATE OF UTAH ORGANIZATIONAL LEADERSHIP CONFERENCE



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Lieutenant Governor



Jeff Dyer
Author & BYU Professor



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Olympic Silver Medalist



Scott Christopher
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Kristen Cox
Executive Director, GOMB

OPERATIONAL EXCELLENCE AND
BUSINESS STRATEGY

FACILITATING RESULTS
THROUGH PEOPLE

ORGANIZATIONAL LEADERSHIP
AND CHANGE

APRIL 26th
8 a.m. - 4:30 p.m.

Salt Lake City Marriot University Park Hotel

ONLY \$120.00
REGISTER AT:
utahleadershipconference.org

A continental breakfast and lunch will be served.

2018 Open Enrollment is just around the corner April 12th – June 8th

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

Save the date for upcoming Benefits Fairs!

2018 Benefit Fairs

State of Utah

PEHP & URS Benefit Fair Schedule

AGENCY	ADDRESS	ROOM	DATE	TIME
State Office Building » Salt Lake City	Administration Building	Auditorium	April 18	10 a.m.-12:30 p.m.
State Courts » Salt Lake City	450 S State St.	1st Floor Conf Room	April 18	2-4 p.m.
UDOT » Richfield	708 S 100 W	Large Conf Room	April 19	10-11 a.m.
Department of Corrections » Gunnison	255 E 300 N	Large Training Room	April 19	1-3 p.m.
Workforce Services » Salt Lake City	140 E 300 S	Room 101 N & 101 S	April 23	9-11 a.m.
Cannon Health Building » Salt Lake City	288 N 1460 W	Room 125	April 23	1-3 p.m.
Natural Resources » Salt Lake City	1594 W North Temple	Auditorium	April 24	9-10 a.m.
Recovery Services » Salt Lake City	515 E 100 S	9th Floor Conf Room	April 24	1-3 p.m.
Tax Commission » Salt Lake City	210 N 1950 W	Room 1026	April 25	9-11 a.m.
MASOB Building » Salt Lake City	195 N 1950 W	Common Area	April 25	1-3 p.m.
DOC (Fred House) » Draper	14727 Minuteman Dr.	Gymnasium	April 27	10 a.m.-1 p.m.
State Hospital » Provo	1300 E Center Street	Gymnasium (USH)	May 1	1-3 p.m.
Calvin Rampton Building » Salt Lake	4501 S 2700 W	Atrium	May 2	9-11 a.m.
Development Center » American Fork	895 N 900 E	Heather Building	May 2	1-3 p.m.
Ogden Regional Center » Ogden	2540 Washington Blvd.	Large Conf Room	May 3	9 a.m.-noon
Dept of Education » Salt Lake City	250 E 500 S	Basement Large Conf Rm	May 3	3-4 p.m.
Dixie State University » St. George	225 S 700 E	Gardner Center Ballroom	May 18	10 a.m.-noon

Your Benefits, Your Way

Whatever your style of learning, URS is here to help you understand your retirement benefits.



Website

Go to www.urs.org for information about your pension and savings plans. Log in to **myURS** to manage investments, beneficiaries, and more.



Publications

Understand your pension, savings plans options, retirement information, and more. Find publications at www.urs.org. Or email publications@urs.org to request printed copies.

Videos

Learn how to manage your benefits online and more.



Seminars

Held throughout the year, seminars provide an overview of your benefits and more. www.urs.org/US/seminars

Webinars

Learn at your own computer or device. See schedule at www.urs.org/US/webinars. Archived webinars are available.

One-on-One

Meet face-to-face with a URS Retirement Planning Advisor for custom retirement guidance. Schedule a free session at **myURS** at www.urs.org.

Via Phone

We look forward to answering your questions. Call weekdays between 8 a.m. and 5 p.m., **801-366-7770** or **800-695-4877**.

Thank You, State of Utah Employees!

The Utah State Employees' Charitable Fund provides an opportunity for all state employees to support non-profit agencies through payroll deduction and one-time contribution. Each October, the Lend a Helping Hand campaign informs State employees about the critical role non-profit agencies play in our communities and our world, and encourages employees to donate.

In 2018, state employees will donate over \$295 thousand to non-profit agencies through the Utah State Employees' Charitable Fund. During the campaign, employees select from hundreds of pre-qualified charities. Donating on-line is quick and confidential, and employees can donate a little or a lot. Even small donations can do a lot of good.

The Charitable Fund is governed by the USECF Board of Directors. Board members are state employees, appointed by the governor, who support the annual campaign. For more about the Utah State Employees' Charitable fund, visit www.usecf.state.ut.us



A representative from Hawk Watch displays a hawk at the campaign kick-off event



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