

worklife ELEVATED

state of utah employee newsletter July / August 2013



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Human Resource Management

UTAH
LIFE ELEVATED

Why

it's Great to Work for the State!

We often hear of state employees who never intended to work for the State and who were offered employment elsewhere choose state employment for various reasons. Below is one such story. With this issue of Worklife Elevated we continue the series of articles highlighting state employment and employee profiles about their reasons for joining and staying with the state. - ed.



Troy Barton

Technical Support Specialist II, DTS

interview by Caroline Updike

WE: When did you initially take a job with the State and what is your role with DTS?

Barton: I took the job with DTS on January 28, 2013. They call me the “Mac Pro”, but I work with different agencies supporting their computers and devices. This includes PC’s and Macs. I pretty much work on any issue that is given to me on a day to day basis.

WE: Why did you choose to work for the State when you had other options?

Barton: For several reasons. First – the benefit packages was a large draw. Other companies’ benefits packages just weren’t as desirable. Second – proximity to home. I really place a lot of importance on a short commute time. Third – flexible work hours. I work 4/10s, with every Wednesday off to facilitate my home and family life. Because of this schedule, it is not necessary to take our young daughter to day care, which is a great benefit in and of itself. Other companies wouldn’t allow me have that kind of schedule. Fourth – Other companies didn’t

offer as much PTO – the State’s vacation package and 11 paid holidays was very attractive to me. As well as the sick leave included.

WE: In what ways has your State employment helped to enrich your life?

Barton: I like being able to count on getting off at the same time every day. In the private sector, especially with IT, you really have no idea WHEN you get off. Sometimes it’s 5:00pm, sometimes it’s 10:00pm. My State employment allows me to be home when I need to be. And allows time for outside activities to be enjoyed. I know exactly what to expect with each given work week.

WE: What was your most meaningful completed project?

Barton: Being able to help people understand their electronics in language they understand,



Contents

Why it's great to work for the State!	1
Workwell Challenge	2
In Our Own Backyard	4
Division of Radiation Control	5
Operational Excellence	6
Benefit Hub	7
PEHP	8
Leadership Series	9

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Why it's Great to Work for the State!

Troy Barton (continued)

and having our customers actually thankful for what we do. Makes you feel like what you do is actually helping instead of just listening people get upset at you.

WE: What has been your most memorable moment?

Barton: I haven't really been with the State long enough to have generated a most memorable moment, but I guess I'd have to say getting home at 5:00pm every day to my wife's smile and my little family. It's pretty memorable that my job with the State allows me to put my family first.

WE: In what ways have your relationships with your co-workers helped to make your employment that much more meaningful?

Barton: I think part of it is there are no egos in my IT office. Everyone gets along and helps each other out. We are a true team like we should be. No one feels "dumb" asking questions or going to someone for help, which makes it easier to get the job done. You never feel like you have to do it all on your own, or that you have to prove something. My co-workers help contribute to a helpful, accommodating

work environment. And I also have the resources I need to get the job done.

WE: Do you plan on

staying with the State long term?

Barton: I plan on it. Honestly, I had a job offer that offered better pay, but when it came down to it, with taking into consideration the benefits, PTO, my flex schedule and a true work week, it wasn't worth it to switch.

WE: What important lessons have you learned from your time with the State?

Barton: Life is not always about work. My life has appropriate work/life balance so

I have the time for my family and activities I enjoy – like rock climbing and hiking! 



“Life is not always about work. My life has appropriate work/life balance so I have time for my family and activities I enjoy.”

Would you like to recommend an employee to be interviewed? Email us at: HRNewsletter@utah.gov

WORKWELL CHALLENGE: Benefits of Exercising Outdoors

by Matt Hill, Physical Activity Coordinator, PEHP

Exercise on Uneven Terrain. Exercising on a natural surface outdoors requires more body control and activates more joints and muscles than working out on a flat surface indoors.

Engage the Mind. Attention shifts moment by moment as you focus on dodging tree roots and rocks, smelling flowers, hearing birds, seeing the beauty of the changing scenery, and feeling the rain, sun or wind on their faces.

Boost Your Mood. Stress, anxiety and frustration from the daily grind simply evaporate when you are immersed in the positive energy of nature and the awe of the earth's natural wonders.

Challenge Yourself. This type of workout cranks up the metabolic demand. The physical demands of an unpredictable environment combined with the mental focus required to negotiate it helps you burn more calories, work at higher intensities and take on greater challenges. All in all, they net bigger results.

Go Green. Not only is outdoor exercise friendly to the environment, but being in the "green" has a healing and rejuvenating effect on the body, mind and spirit.

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WORKWELL CHALLENGE (continued)

These benefits include the opportunity to attempt and conquer difficult terrain at higher intensities improves their physical confidence. A strong sense of confidence enhances well-being and physical performance.

This “I can do it” attitude means challenging tasks are there to be mastered, goals are set and committed to and setbacks inspire greater effort and focus. In general, individuals with less physical confidence tend to have low aspirations, make weak commitments, give up easily, focus on the things they cannot do and are easily discouraged by failure. Outdoor activities help people of all ages and abilities amplify their physical confidence can significantly affect their adherence to a training plan, their performance gains and ultimately how they tackle the challenges of day-to-day life.

Physical confidence also affects the types of activities people choose to pursue. Success in this style of training motivates clients to attempt hiking, mountain biking, snowshoeing, downhill skiing, golfing, cycling, triathlons and trail running with confidence! Working with others of similar ages or abilities in a group or small-group setting builds recognition of personal capability and inspires improvements in performance. **WE**

Calories burned during various indoor/outdoor activities

Hiking, Climbing, Walking (1 hr)	130 lbs.	155 lbs.	180 lbs.	205 lbs.
Orienteering	531	633	735	838
Rock climbing, ascending rock	649	774	899	1024
Rock climbing, rappelling	472	563	654	745
Backpacking, Hiking with pack	413	493	572	651
Carrying infant, level ground	207	246	286	326
Carrying infant, upstairs	295	352	409	465
Carrying 16 to 24 lbs., upstairs	354	422	490	558
Carrying 25 to 49 lbs., upstairs	472	563	654	745
Standing, playing with children, light	165	197	229	261
Walk/run, play w/ children, mod.	236	281	327	372
Walk/run, play w/ children, vigorous	295	352	409	465
Carrying small children	177	211	245	279
Loading, unloading car	177	211	245	279
Climbing hills, carrying up to 9 lbs.	413	493	572	651
Climbing hills, carrying 10-20 lbs.	443	528	613	698
Climbing hills, carrying 21-42 lbs.	472	563	654	745
Climbing hills, carrying over 42 lbs.	531	633	735	838
Walking downstairs	177	211	245	279
Hiking, cross country	354	422	490	558
Bird watching	148	176	204	233
Marching, rapidly, military	384	457	531	605
Pushing stroller/walking w/ children	148	176	204	233
Pushing a wheelchair	236	281	327	372
Race walking	384	457	531	605
Rock climbing, mountain climbing	472	563	654	745
Walking using crutches	295	352	409	465
Walking the dog	177	211	245	279
Walk / run, playing with animals	236	281	327	372
Walking, pushing a wheelchair	236	281	327	372



Calories burned walking

Activity (1 hr)	130 lbs.	155 lbs.	180 lbs.	205 lbs.
Walking, under 2.0 mph, very slow	118	141	163	186
Walking 2.0 mph, slow	148	176	204	233
Walking 2.5 mph	177	211	245	279
Walking 3.0 mph, moderate	195	232	270	307
Walking 3.5 mph, brisk pace	224	267	311	354
Walking 3.5 mph, uphill	354	422	490	558
Walking 4.0 mph, very brisk	295	352	409	465
Walking 4.5 mph	372	443	515	586
Walking 5.0 mph	472	563	654	745

IN OUR OWN BACKYARD

by Andrew Gillman, Business Marketing Coordinator,
Utah Governor's Office of Economic Development

Summer has officially started and adventure is heating up at Utah's five national parks, known as The Mighty 5™. Factor in 43 state parks, seven national monuments, and two national recreation areas and it becomes hard to imagine spending the weekend indoors.

By mandate, the Utah Office of Tourism targets most of its marketing efforts out of state. But residents — and especially employees — of the great State of Utah can take pride in campaigns like “The Greatest Snow on Earth” and, more seasonally relevant, “The Mighty 5™” knowing that unparalleled world-class outdoor recreation resources are close at hand.

From the expansive Bonneville Shoreline Trail system literally in the backyard of much of the Wasatch Front's metropolitan areas to the legendary red rocks of Southern Utah, it's the perfect time to get outside and take advantage of Utah's myriad recreation opportunities. It's easy to see why quality of life underscores everything we do in Utah.

As employees, many of us have the ability to enjoy these places while balancing our work responsibilities. There are many advantages of state employment that allow us the opportunity to enjoy our beautiful back yards. Flexible schedules and generous annual leave benefits allow employees to keep their work and life activities in balance. Also, workers are employed all across the state — from metropolitan areas to rural towns. Meeting the needs of local communities and utilizing technology has both required and allowed workers to live with these Mighty 5™ and other recreation areas at their doorstep. And finally, career mobility and diversity of employment opportunities allows workers to retain the longevity of one employer while moving and experiencing different locations and promotion opportunities. Utah is a great state in which to work and play.

Summer is here and our backyard beckons. Lucky us! **WE**



ARE YOUR BENEFICIARIES UP TO DATE?

by Barbara Smith, HR Consultant

REVIEW YOUR BENEFICIARIES

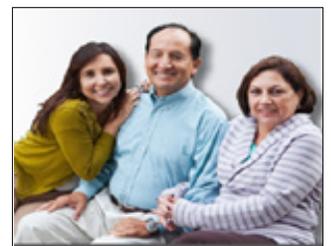
If you haven't reviewed your beneficiaries within the last year, it's been too long. URS pays benefits based on their most recent records. If you have not set up your beneficiary designations, or if your listed primary beneficiary dies with no contingent (backup) in the plan, the law decides who gets your nest egg.

HOW TO MAKE CHANGES

A lot can happen in a year. If one of your children listed as a beneficiary marries or divorces and changes their name, you should change that information on your account. The same goes for beneficiaries who have moved or died. URS also needs current contact information. You can change your beneficiaries by logging into myURS.org or by calling URS at 801 366-7700. You will be notified by an email or letter of confirmation of changes you make to your beneficiaries.

TYPES OF BENEFICIARIES

There are two types of beneficiaries. Primary beneficiary(ies) get all the money in your account. Contingent beneficiaries get money if all the primary beneficiaries die. You may list more than one of either type of beneficiary. The amount is divided equally between all listed primary or contingent beneficiaries unless you designate proportions for your account. **WE**



Additional information can be found at www.urs.org

Division of Radiation Control Puts Radon Bill Into Action: Indoor Radon Legislation

by Christine Keyser, Radon Program Coordinator

The prevalence of radon gas in homes, schools, and other buildings (both public and private) is a significant issue in Utah, and one that the Department of Environmental Quality's Division of Radiation Control (DRC) takes seriously. Although radon education has been provided through DRC's Indoor Radon Program for decades, state lawmakers agreed during the 2013 legislative session that radon education needs to be more extensive and widespread in Utah.

To accomplish this enormous task, the Legislature passed SCR 11 Concurrent Resolution on Radon Gas. Effective April 1, 2013, the resolution urges "business owners and managers, landlords, real estate licensees, home inspectors, home builders, mortgage lenders, real estate appraisers, trade organizations, government agencies at local and state levels, community groups, schools, colleges, universities, the medical establishment, and outlets in print media, television, and radio to educate the citizens of the state in protecting themselves from the dangers of elevated radon gas levels; and urges the citizens of the state of Utah to take steps to protect themselves from the dangers of radon exposure."

This resolution also encourages all Utahns to take responsibility to inform the public about the dangers and health risks associated with radon exposure and provide information about testing and remediation options. Below is a summarization of how the resolution affects individuals and groups:

"The implementation of this new legislation is critical," said Rusty Lundberg, director of DRC. "Although there's a likelihood of federal funding cuts to the states' radon programs, DRC is committed to find ways to expand its

educational outreach to all citizens, groups, and businesses."

"Home builders, realtors, and inspectors are a vital component to the educational process," added Radon Program Coordinator Christine Keyser. "As they become better informed and educated about radon they, in turn, become more effective in educating their clients. With proper tools and support, local health departments, schools, and medical establishments can effectively reach individuals throughout the state. Likewise, trade organizations and community groups such as the Utah Cancer Action Network, Cancer Survivors against Radon, and the Utah Radon Policy Coalition can provide strong partnerships." Radon is a naturally occurring, radioactive, cancer-causing gas that comes from the uranium in the earth and it is not going away—it is in all soils. But, the good news is people do not have to expose themselves to elevated levels of radon in their homes, schools, or offices. Radon can be mitigated or fixed. The U.S. Surgeon General warns that radon exposure causes lung cancer and all homes should be tested. Testing for radon is simple and easy. There are several options for testing for radon: 1) hire a certified measurement provider, 2) purchase a reliable do-it-yourself, short-term test kit (minimum 48 hours), or 3) purchase a reliable long-term test kit (90 to 365 days).

For more information about the Concurrent Resolution, a list of certified radon measurement providers and certified mitigators, or to purchase a do-it-yourself long-term or \$7 short-term radon test kits, please go to DRC's radon website: www.radon.utah.gov or call 800-458-0145. Test kits may also be purchased at any local retail hardware store. **WE**



1% Increase and/or Bonus

- The 1% increase and/or one-time bonus will be paid to eligible employees on the first paycheck for FY2014, dated July 19, 2013.
- There were no adjustments to salary ranges; eligible employees moved up in their current job salary range.
- Certain employees who were at the maximum, above the maximum, or in longevity of their salary range, received a one-time bonus equivalent to the calculation of a 1% yearly salary increase, or a combination of a salary range increase and bonus equal to 1%. **WE**

Operational Excellence: Achieving *SUCCESS*

by Steve Cuthbert, Operational Management Executive

What is the goal of Utah state government? Answers to this very basic question can vary widely according to individual perspectives.

Customers are likely to say the goal is to provide quality services. Taxpayers may indicate the goal centers on value for every dollar invested. Lastly, as state employees, we know quality services and value are more likely to be realized when there is an innovative and favorable work environment.

Of course, we know the real answer lies in all three areas. The newly organized Governor's Office of Management and Budget (GOMB) has defined the goal as "delivering continuously improving services at lower costs". It is with this goal in mind that Governor Herbert set an ambitious target to improve state government operations and services by 25 percent over the next four years.

In a recent address to his cabinet, Governor Herbert stated "achieving this target will require a comprehensive approach to operational excellence. From setting clear goals and targets, to systems thinking and root cause analysis, to project management practices—we intend to develop and maintain the nation's gold standard for government." He was also very clear in stating that the 25 percent target is not an exercise in reducing budgets, rather the focus is on improving all aspects of operational performance.

In support of this target, GOMB has developed a comprehensive set of operational excellence tools and principles—called the SUCCESS framework. The SUCCESS framework is grounded in seven fundamentals of high performing organizations. When implemented as a whole, the seven fundamentals can transform organizations into an integrated system with shared goals and the ability to achieve them.

The seven fundamentals are:

- **S**et measurable goals and targets
- **U**se thinking tools
- **C**reate your strategy
- **C**reate your organization
- **E**ngage staff at all levels
- **S**ynchronize policy and projects
- **S**tay focused



Each cabinet agency is currently applying these fundamentals in an effort to work towards Governor Herbert's 25 percent target. Going forward, GOMB will make the SUCCESS training material and tools accessible via the Internet to all state employees for use in improvement efforts.

In addition, GOMB has developed a performance measurement system to track overall progress and recognize results—results that can be used for making better budget decisions. Ultimately, the SUCCESS initiative will keep Utah on top as the best managed state in the nation, continually delivering value to the public as well as each taxpayer dollar.

Look for SUCCESS initiative updates in future editions of the newsletter. [WE](#)

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Welcome To Your New Employee Discount Marketplace!

by Tammy Hunt, HR Analyst

Smart Savings, one of the Employee Discount Programs, has turned over a new leaf this year to an improved, more user friendly website.

Visit the Benefit Hub employee discount program by clicking here <https://stateofutah.benefithub.com> or by visiting the Employee Gateway and clicking on 'Employee Discount Programs' under 'My Benefits'.

Access over 100,000 name brands at hundreds of your favorite retailers. Find special offers and amazing deals for restaurants, gyms, tickets to sporting events, concerts, theatres, movies and theme parks.

Program features include:

- New dynamic shopping made fun and easy
- Receive cash back points for purchases
- Customize your benefit portal
- Save favorites directly on your dashboard
- Share discounts with co workers
- Sign in now and Save! It's free to enroll!

Create your own account:

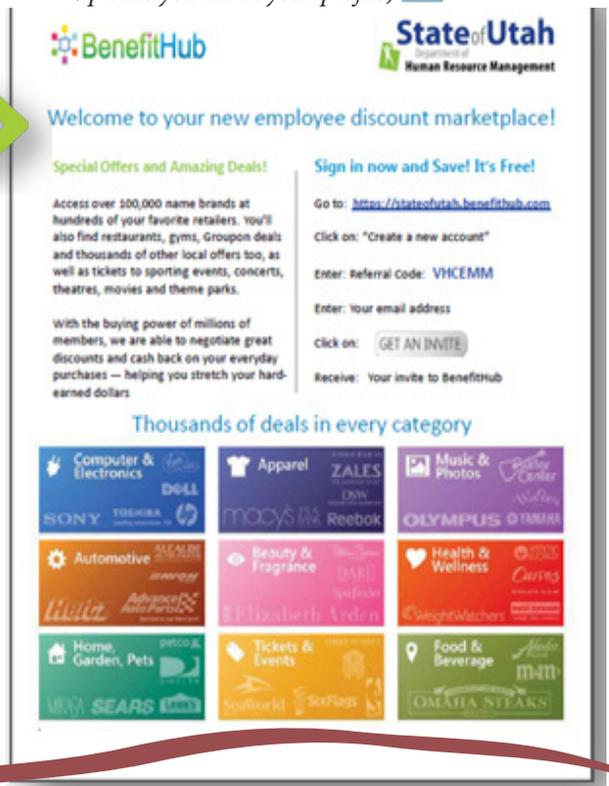
Go to <https://stateofutah.benefithub.com>

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Enter your email address

Click on 'GET AN INVITE'

(Benefit Hub locates discounts based on the zip code you list in your profile) **WE**



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Your Cost	Lowest <i>Generally \$25-\$100</i>	Low <i>Generally \$35-\$150</i>	High <i>\$150-\$2,000 or more</i>
Availability	Usual business hours	Seven days a week, often with extended hours	24/7

Find an Urgent Care Center

Go to www.pehp.org and click "Find a Provider" to find urgent care facilities in your network. For more ways to save, go to www.pehp.org/yourmoney.



Sample Average Allowed Amounts*

	ER	Urgent Care
Blood Diseases	\$1,620	\$106
Burns	\$752	\$119
Circulatory Issues	\$2,737	\$133
Digestive Issues	\$2,564	\$132
Infections	\$1,151	\$116
Injuries, Poisonings	\$1,396	\$119
Respiratory Issues	\$1,576	\$128

* For illustrative purposes only. Based on PEHP average-cost data for allowed amounts from February 2013. Your costs may vary. See a more complete list at www.pehp.org/yourmoney

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Leadership Skills for Supervisors LEADERSHIP SERIES

Dates: July 10, 23, 30

Location: Various Salt Lake locations

Time: 8:30 a.m. – 3:30 p.m.

Presented by: Dan Chase, MPA, Ph.D. (candidate) DHRM / ULI

In this session supervisors will learn fundamental communication principles and skills that will enable them to lead more effectively. Participants will learn how to communicate more assertively, listen more intently, and how to become more aware of the communication mixed messages they may be sending.



Communications

The Leadership Skills for Supervisors program consists of the following four monthly sections:

July	Communications
August	Performance Management

Each section will be taught once a week for a month at different locations across the Wasatch Front.

Attendees can sign up for courses at the following link:

<https://hreventure.dhrm.utah.gov/utc>



Utah Leadership Institute
Department of
Human Resource Management

peHP

Healthy Living Resource

Enjoy your monthly resource for healthy living from PEHP Wellness. The online publication offers health-related articles, links to ongoing webinars, recipes, and an event calendar. Read this month's issue [here](#).

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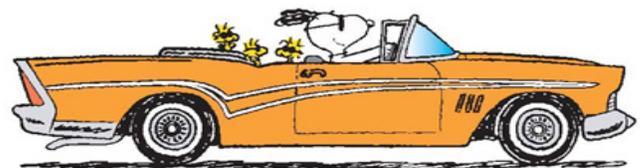
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We're Listening!

We welcome comments about and suggestions for the newsletter. Please send emails to: HRNewsletter@utah.gov