

January 31, 2023

eConnect Flash

Keeping Us Connected



Mayor Wilson's Message

As many of you may know, Inclusion, Diversity, Equity, and Access (I.D.E.A.) is a priority for my administration. Diversity is important for many reasons, but among the most significant is that diversity allows for representation and acceptance of all people. As public servants, it is our responsibility to create a safe space for all of our residents to belong, and that starts with Salt Lake County government as a whole. Focusing on I.D.E.A. also allows for us to collaborate more effectively together and to better serve our community. Studies show that [more inclusive companies see increased innovation and creativity, enhanced productivity, and are better able to retain talent.](#)

With all this in mind, I want to celebrate some of Salt Lake County's major I.D.E.A. training wins for 2022 with you:

1. Over 2,700 employees have engaged in the "I.D.E.A. & Belonging" live training; this is about 78% of our current benefits-eligible workforce!
2. To increase accessibility, we delivered last year's training with a Spanish language interpreter. However, we plan to have even more trainings with Spanish language options available in 2023!
3. On average,
 - 90.5% of employees reported a level of (positive) satisfaction with the training.
 - 89.5% of employees agreed the training contained skills that they can apply to the workplace.
 - 90% of employees agreed the training provided tools that support more connection in the workplace.

Speaking of 2023, you might be asking "Now what? Where do we go from here?" The I.D.E.A. and Belonging team is just getting started! At 10 a.m. today, we will hold our first "What's the Big I.D.E.A.?" discussion of the year. The goals of these discussions are to expand knowledge and comfort around I.D.E.A., to encourage smaller team discussions, and to create greater employee connection and engagement. If you haven't yet registered for today's discussion, you can still [register and attend!](#) Don't worry if you aren't able to attend this one; these workshops will be held on the last Tuesday of each month, and you can register with the same link.

In addition to "What's the Big I.D.E.A.?", you can encourage constructive conversations surrounding workplace connection and collaboration at a local level by hosting your own discussions. And, if you'd love to take a team discussion even further, you can reach out to your HR Business Partner and the Learning and Development team to deliver in-person trainings at your convenience throughout 2023.

I.D.E.A. is an important initiative; it is my desire that leadership at all levels continue to encourage these vital conversations and participation in new I.D.E.A.-related programs. And while the data doesn't lie, neither do real reviews from our employees regarding the importance of I.D.E.A. training. Here are just a few reviews of last year's training:

“I was blown away by this training. I thought it was going to be another training that focused on white privilege, pronouns, etc. I was so wrong and I was so glad. This training is badly needed. I wish we had more like it.”

“I think it’s important for ALL employees to recognize these topics. Even if it’s just a short course on explaining the significance of I.D.E.A.”

“I was happy to have had the time to spend today in the course. I have been a supervisor for over 47 years in my career in law enforcement and the information and ideas you provided are greatly appreciated.”

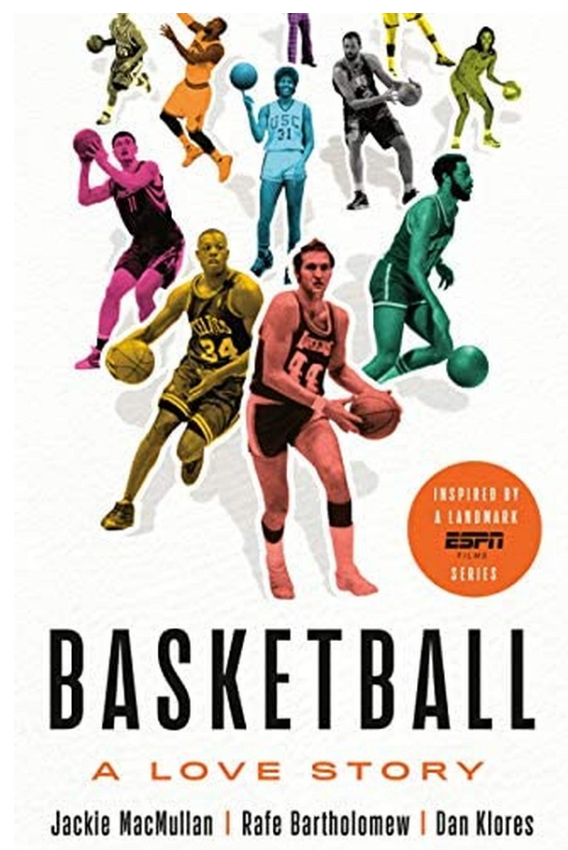
I’d like to thank the many employees who are actively supporting and having these important conversations. Together we can make Salt Lake County a place where all employees and residents feel deeply valued.

Mayor's Book Club

In case you missed it, Mayor Wilson announced [a community-wide book club](#) last week! The first book we're reading is *Basketball: A Love Story*. (Just in time for next month's NBA All-Star game.)

If you're interested in reading with us, Mayor Wilson's office has **free** copies for employees available for pick up.

And, be sure to [RSVP for the Book Club Luncheon](#) on February 18 where you can discuss the book with Mayor Wilson's celebrity guests. Space is limited so RSVP today!



Conflict of Interest Disclosure

It's that time of year when we need to make an annual renewal of our conflicts of interest disclosure statements. This entails disclosing to your chain of command and to the County Council any outside jobs or investments that might compromise our independence of judgment regarding our county duties. There is a [new form](#) for you to complete which includes directions as to what needs to be disclosed. There is no need to file a statement if you don't have any outside jobs or investments that might create an outside conflict. If you have a job moonlighting in the public sector, such as a city, disclosure is not required. The disclosure needs to be signed (notarization isn't required) by **this Wednesday, February 2**, and sent to the county council through your supervisory chain.

HSA Transfer Information

Fidelity Investments became the Health Savings Account Plan Administrator for Salt Lake County in 2023. If you are an HSA participant, you should have your new Fidelity debit card and be able to see your annual County and January 13 payroll contributions in your account at www.netbenefits.com. If not, please contact Benefits@slco.org or call 385-468-0580.

Participants with remaining balances in their Optum HSA may now elect to transfer funds to their new Fidelity account without fees if they transfer by **April 30, 2023**. To initiate a transfer, log into your Fidelity account at www.netbenefits.com and complete the online transfer request.

You will be required to liquidate all investments in your Optum account and discontinue any automatic payments before a transfer can occur. Contact Optum at 844-326-7967 if you require additional help.

A blackout period will be in effect for approximately 2-3 weeks from the time Fidelity begins the transfer process. During the blackout you will NOT be able to withdraw funds from your Optum account. Fidelity will confirm by email that they are processing your request; Optum will confirm by mail or email once the funds have transferred.

If you choose to leave any balance with Optum, please note that a monthly administrative fee of \$3.75 may be deducted from your account. This fee is waived for account balances above \$5,000.

What's the Big I.D.E.A?

We'd like to invite you to assist us in leading conversations about Inclusion, Diversity, Equity, and Access (I.D.E.A.). Salt Lake County's "What's the Big I.D.E.A.?" discussions will expand knowledge and comfort around I.D.E.A. and lead team discussions to create greater employee connection and engagement. Conversation topics range from "Invisible Disabilities" to highlighting the strengths of "Introverts and Extroverts."

Join the "What's the Big I.D.E.A.?" lab on the last Tuesday of each month where we will demonstrate one I.D.E.A. topic to help you gain confidence in leading your next impactful conversation. The next "What's the Big I.D.E.A.?" Lab is **today, January 31**, from 10:00-10:30 a.m. where we'll discuss, "What is Mansplaining?" [Register now!](#)

Free Tax Clinic



WESTMINSTER TAX CLINIC

an official VITA site

Free tax preparation and filing January 23–April 18, 2023

SALT LAKE SITE

**Salt Lake County
Government Center**
2001 South State Street
Salt Lake City, UT 84190

Monday–Thursday
4:30–9:30 pm
Saturday
10:00 am–6:00 pm

Appointment-only site

WEST VALLEY SITE

SLCC West Valley Center
3460 South 5600 West
West Valley City, UT 84120

Thursday
10:00 am–2:00 pm

Appointment-only site

PARK CITY SITE

**Summit County Library
Kimball Junction**
1885 West Ute Blvd
Park City, UT 84098

Tuesday
10:00 am–2:00 pm

Appointment-only site

Visit
westminstercollege.edu/taxclinic
or call 801.210.8291 to schedule
an appointment.



Point your camera
at the QR code
and follow the link
to schedule an
appointment.



Teen Health Film Festival

Got a youth at home? This is a great opportunity for them!

The Salt Lake County Health Department is excited to announce the [5th annual Teen Health Film Festival](#).

This year, the festival will focus on the theme of "I Advocate," encouraging participants to showcase health aspects impacting their community and how youth advocacy can create change for better health outcomes.

We invite youth in grades 7–12 to participate by creating a 30–60-second original short film telling the story of health advocacy through their own voice and creativity.

Teen Health Film Festival Timeline

January 17: Submissions open (view the [submission form by clicking here](#))

March 10 (at midnight): Submissions close

April 18: Winners announced at an in-person film screening event (details to follow)

Let those creative muscles get to work!

NBA All-Star Experience

Salt Lake County is bubbling with excitement as we gear up for the NBA All-Star experience. There are so many fun ways for residents to be part of the action, including opportunities to win tickets to All-Star events! Learn more [here](#).

IS
THE
LINK
SAFE?

Remember to hover over links to ensure they're safe.
Safe links should start with one of the following:

- slco.org
- slcounty.org
- slco.to
- s2.bl-1.com
- slcounty.sharepoint.com
- slco.sabacloud.com

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