

EMPLOYEE FOCUS

July 2020

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"Freedom has its life in the hearts, the actions, the spirit of men and so it must be daily earned and refreshed - else like a flower cut from its life-giving roots, it will wither and die."

~Dwight D. Eisenhower

**HAPPY
FOURTH OF JULY**



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Susan Rasmussen, Editor



Employee of the Month May 2020 Jason Glaze

Amid a global pandemic and a short-staffed crew, Jason Glaze has not only stepped up to the challenge, but has shown a tremendous sense of duty to keep Diamond Valley Ranch operating during the busy time of spring.

As Water Reuse Leadman, Jason works with his team and various operators to ensure reliable delivery of recycled and fresh water in Alpine County. During normal operations, Diamond Valley Ranch relies on the Nevada Division of Forestry inmate crew to assist in seasonally cleaning the District's freshwater ditch system and Diamond Ditch before turning them on for the season. Due to COVID-19, the NDF was unavailable to assist this year. A great problem solver, Jason took the lead to figure out how to complete the work in-house. Jason coordinated a team from the lower-shops to help prep the ditches and worked with his team to prepare Diamond Ditch for the season. Instead of shying away from the challenge, Jason was able to have all ditches prepared for normally scheduled water delivery.

While COVID-19 has altered jobs and schedules throughout the world, Jason has been working days off and putting in overtime to ensure seamless operations at Diamond Valley Ranch. One example of this is when he de-winterized the center pivots. He single handedly performed all of the seasonal maintenance to get the system fired up for the season. Another example of Jason's dedication is when he worked with a consultant to apply insecticide on the alfalfa fields. Due to the variable weather of spring, the only window for application happened to land on his day off. Undeterred, Jason came in on his day off and worked a long day, skipping his lunch break, to make sure the job was done.

In his first year as Leadman, Jason has confronted his share of challenges and has done a tremendous job. The District is lucky to have such a dedicated, passionate, and humble employee as Jason. Thank you for all that you do.

Recruitments

URW I/II – Limited Term

Barrett's transfer to the Limited Term Meter Service Tech position opened a position in the URW Department. This position was posted as a limited term as the MOU allows employees to transfer back to their prior position at the conclusion of the limited term. The application period for this position closed March 23. As a result of the Coronavirus outbreak, we have decided to put this recruitment on hold until further notice. More information to come.

Maintenance Mechanic I/II

Prior to the pandemic we were looking at starting the recruitment for this upcoming vacancy. Stay tuned for more info.

Water Reuse Worker I/II

With Tony Schinzing's transfer back to the Pumps Department, we will be looking at staffing a position in Alpine County in the future.

Seasonal Laborers

URS and URW are hiring two seasonal laborers. Two candidates are going through pre-employment and are anticipated to start after the 4th of July holiday.

Summer Lab Intern

Eva Fuller-Wilmarth was selected to fill this internship. Look for Eva to start the first week of July.

Engineering Intern

The Engineering Department will be losing both their current interns. We are looking at filling this internship vacancy in the near future. Look for more information to come!

Open Enrollment for Deferred Comp

During July you can make changes that will become effective with the first pay day in August. Please get your elections form to HR by July 30. The Deferred Comp Election Change forms can be found on the public drive in the HR folder under FORMS. You can also contact Liz to obtain a form. Completed forms should be submitted to Liz.

Employee Assistance Program

Don't forget all employees and their dependents are eligible to use this program. Being mindful of your mental health during the COVID-19 outbreak is important. If you need to get a grasp on your anxiety, or need to find ways to connect during this time, the EAP could help. You can call 24-hours a day, seven days a week: 1-800-242-6220 or visit members.mhn.com and use the company code STPUD.

Benefits Information

Deferred Comp Plan Open Enrollment

During July, you can make changes that will become effective with the first payday in August (8/13/19). In order to get changes entered for the August paychecks, you will need to get your election change forms in *by July 31st*. Please see HR if interested.

Benefits Online Access

Anthem Blue Cross: www.anthem.com/ca

CDS Group Health:

www.cdsgrouphhealth.com for Dental Insurance – Register as a user and view your EOBs.

Retirement Health Savings Plan:

www.icmarc.org

Employee Assistance Program (to request services): www.members.mhn.com

Deferred Compensation Plan:

www.empower-retirement.com



To Reply or To Reply All...

All email programs give you the ability to respond to a message by clicking either **Reply** or **Reply All**. If you're the only recipient of an email, it doesn't matter whether you click **Reply** or **Reply All**, but if you're one of the multiple recipients, it makes a huge difference!

With all the remote work and email communication that we have been doing at the District over the past few months, IT wanted to remind everyone of the difference between **Reply** and **Reply All**.

When you use **Reply**, you are sending your response only to the person that sent the email out.

When you use **Reply All**, you are replying to the sender of the email AND EVERYONE else that the email was sent to.

Pay especially close attention when replying from your phone, as it may look a little different and the **Reply/Reply All** option may come up after you click the reply icon.

Typically, **Reply All** is only used when everyone else on the email thread needs to see what you are saying. If just the sender needs to see your response, a simple **Reply** is fine. By following these simple guidelines, you can help will cut down on the number of emails arriving in everyone's inbox and can make a big difference in email traffic.



Dates and Events

- 7/1 — Virtual Safety Committee Meeting
- 7/2 — Board of Directors Meeting
- 7/3 — Fourth of July District Holiday
- 7/16 — Board of Directors Meeting

July is National Recreation and Parks, Grilling, Picnic, and Family Reunion Month!

Birthdays

Jose Ruiz	July 5
Liz Kauffman	July 6
Keith Parr	July 10
Micah Lew	July 17
Chuck Idell	July 19
Ross Cole	July 22
Pat Dolan	July 24
Lazaro Hernandez	July 29

Anniversaries

Cavin Ross	1 year
Casey White	1 year
Sierra Kortge	2 years
Jimi Tomer	3 years
Steve Caswell	5 years
Brian Bartlett	8 years
Garth Butz	15 years
Lynn Nolan	17 years
Heidi Baugh	19 years
George Rivera	22 years
Simon Cuevas	28 years
John Thiel	28 years
Pat Dolan	38 years

Congratulations/Welcome

Congratulations to Tony Schinzing, who will be returning to the Pumps Department, as he was selected to fill the Pump Station Operator I/II position.

Welcome to Eva Fuller-Wilmarth, new summer Lab intern.

Heat is the top weather-related killer, causing more fatalities than lightning, tornadoes, and hurricanes combined. Here are some ways to beat the heat:

Drink more water

- Drink more fluids, regardless of your activity level. Do not wait until you are thirsty to drink.
- If you are older, take care to drink fluids; as we age, the body retains less water.
- Avoid salt tablets, if possible. If you take water pills, ask your doctor how much you should drink.
- Avoid caffeinated, alcoholic, or sugary liquids; these can be dehydrating. Avoid very cold drinks.
- Cut back on exercising; if you must exercise, drink two to four glasses of cool, nonalcoholic fluids each hour.

Keep your Body Cool

- Wear wide-brimmed hats and sunglasses.
- According to the Centers for Disease Control and Prevention (CDC), fans may provide comfort, but they do not prevent heat-related illnesses when the temperature is in the high 90s.
- Cool off with a cool shower or bath or move to an air-conditioned place.
- To feel cooler, eat cooler. Reduce your protein intake.
- Stay in the shade, especially between 11:00 a.m. and 3:00 p.m. Avoid strenuous activities during this time.
- Never leave anyone in a closed, parked vehicle, even with the windows down.