

# HR Source

MONTHLY PUBLICATION FROM HUMAN RESOURCE SERVICES

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## UPCOMING TRAININGS

### Hostile Intruder

1/10/2017  
1:30-3:00pm

### Pre-Retirement Seminar

1/11/2017  
9:30-11:00am

### WSU Strategic Plan

1/11/2017  
1:30-3:00pm

### Staff Recruitment Basics

1/19/2017  
1:30-3:00pm

## JANUARY PAYDAYS

Tuesday, January 10

Wednesday, January 25

Human Resource Services  
PO Box 641014  
Pullman, WA 99164-1014  
(509) 335-4521  
hrs@wsu.edu



## 2017 Washington State Minimum Wage

The state [Department of Labor & Industries](#) announced the state of Washington minimum wage will increase to **\$11.00 per hour effective January 1, 2017.**



Initiative I433, approved by Washington voters in the 2016 election, requires minimum wage increases to be phased in through 2020:

- \$11.00 January 1, 2017
- \$11.50 January 1, 2018
- \$12.00 January 1, 2019
- \$13.50 on January 1, 2020

Beginning in 2020, minimum wage will be calculated annually by Labor & Industries.

Seattle, Tacoma, and the City of SeaTac have higher minimum wage rates than the state minimum. For employees working in those areas, the local minimum wage rate applies as long as it remains higher than the state minimum. Departments that have employees physically working in these cities must ensure that they are paid in accordance with the city ordinance. Departments are to monitor their current employees to determine if the work location and pay rate are correct and make necessary adjustments.

Please contact Human Resource Services for additional information:

- Phone: (509)335-4521
- Email: [hrs@wsu.edu](mailto:hrs@wsu.edu)
- [HRS website](#)

# Smart Health

Congratulations to all employees who earned the wellness incentive for 2017! If you are enrolled in one of our Classic, Value, or Plus plans you will see a credit to your deductible of \$125 for 2017. So, if your health plan has a \$250 deductible before it starts to pay its portion of your medical services, with the incentive, you will only have to pay \$125 instead of the full \$250 deductible for 2017, saving you money! If you are enrolled in one of the Consumer Directed Health Plans (CDHP), you will see an additional \$125 deposited directly into your Health Savings Account (HSA) with your January deposit.

Great job everyone!

Beginning in January 2017 your **SmartHealth** Points count towards your 2018 Wellness Incentive! **SmartHealth** is Washington State's voluntary and confidential wellness program. Use the **SmartHealth** website to take steps to improve your health and well-being, while having fun and connecting with others online.

To get started, you'll fill out your Well-being Assessment; you can do this once per year, and earn 800 points! That gets you 40% of the way to your 2000 point goal. Then you can start to track your activities

and continue to earn points. It's easy and fun! If you use a personal activity tracker (Fitbit, Jawbone, etc.) you may be able to link it directly to your **SmartHealth** account and it'll do the updating for you. You can also earn points by having preventive doctor and dentist exams.

After you've earned 2000 points, you'll have earned your 2018 Wellness Incentive of \$125 either off your deductible or into your HSA Account depending on your plan enrollment. AND you will have created new healthy habits so keep going!

## January Featured Book

### **Unstoppable: Using the Power of Focus to Take Action and Achieve Your Goals**

Containing a practical, straightforward action plan for life, this book presents a roadmap to honing a razor sharp focus so you keep driving through to the finish line and become what you've always wanted to be.

To access the book click [HERE!](#)

And search 80660

## Crimson Spirit Award Recipient

Carrie Johnson, Administrative Manager in the School of Design and Construction (SDC), has been selected as the recipient of the October 2016 Crimson Spirit Award. Carrie has tackled every challenge with enthusiasm and accuracy. Her knowledge and abilities, along with her can-do attitude, provide a high level of trust with her coworkers. It is for her enthusiasm, accuracy and ability to adapt to any situation that she was selected for the Crimson Spirit Award.

For more information about the Crimson Spirit Award and the nomination form, please visit [hrs.wsu.edu/CrimsonSpiritAward](http://hrs.wsu.edu/CrimsonSpiritAward).



# Walking in a Winter Wonderland

Winter weather is fast approaching. Here are some tips and information to help keep you informed, healthy, and safe this winter!

Walking to and from parking lots or between buildings during the winter can lead to slipping and falling on snow and ice. Slips and falls are some of the most frequent types of injuries that occur during the winter months. No matter how well the snow and ice is removed from parking lots or sidewalks, you will still encounter some slippery surfaces when walking outdoors in the winter.

Tips for walking in snowy and icy conditions:

**Be Cautious** - In cold temperatures, approach with caution and assume that all wet, dark areas on pavements are slippery and

icy. Be extra careful when getting in and out of vehicles; hold onto the vehicle for support.

**Put Your Best Foot Forward** - Wear the right shoes, which means shoes with large treads or raised patterns. Non-slip rubber or neoprene are best. Avoid wearing boots or shoes with smooth soles and heels. You might even consider getting some traction devices for your shoes. The steel coils on the bottom give some grip with ice and allow for better balance.

**Stay on the path** - Walk in designated, cleared walkways as much as possible. Taking shortcuts over snow banks and other

frozen areas can be hazardous.

**Keep your hands out of your pockets** - Hands in your pockets while walking decreases your center of gravity and balance. You can help break your fall with your hands free if you do start to slip.

**Think like a penguin!** - Point your feet out slightly like a penguin. Spreading your feet out slightly while walking on ice increases your center of gravity. Bend slightly and walk flat footed with your center of gravity directly over the feet as much as possible.



## WINTER LESSONS: HOW TO WALK ON ICE



- 1 Normally, when we walk, our legs' ability to support our weight is split mid-stride.
- 2 Walking this way on ice forces each leg to support the weight of the body at an angle that is not perpendicular to the surface of the ice, resulting in a nasty fall.

oblique angle=nasty fall

### WRONG WAY



- 1 To walk on ice, keep your center of gravity over your front leg.
- 2 One animal that has figured this out is a penguin. Think of yourself as a penguin and you'll be all right.

2

### RIGHT WAY

**FACT:** On April 8, 2003, Dr. Robert Atkins, inventor of the famed Atkins Diet, slipped on icy pavement and suffered severe head trauma. He died nine days later.



**FACT:** Approximately 60 people die each year in the United States as a result of slipping on the ice. This is about as many as will die from a tornado.



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