DHW CONNECTION

A newsletter for the employees of the Idaho Department of Health & Welfare

Vol. XI,
Jan. 10, 2020

The department's Project Filter team have rolled out bus wraps on eight Valley Regional Transit buses that will circulate in the Treasure Valley area for the next 12 months.

DHW FAMILY
A department-wide step challenge, a stair challenge, and recognition of staff achievements in Region 3

WORKPLACE VIOLENCE PREVENTION AND RESPONSE PROJECT
New security tools available for staff

HAPPENINGS
Legislature session begins; W-2 forms available online

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Below: The department's Project Filter team have designed bus wraps for Valley Regional Transit buses in the Treasure Valley area. The message is intended to advertise resources to help Idahoans quit vaping and smoking.

DHW CONNECTION

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PROJECT FILTER **'ESCAPE THE VAPE'** MESSAGING HITS THE ROAD ON VALLEY TRANSIT BUSES

If you frequent the transportation network in the Treasure Valley, chances are that soon you'll see some new, eye-catching designs on the Valley Regional Transit buses. Elizabeth Hoyt, program manager for Project Filter, described the purpose and process of designing the "Escape the Vape" concept for Treasure Valley buses.

The intention of the design is to increase awareness about the vaping industry's marketing toward children with flavors such as "watermelon slushy" and "unicorn vomit," and to educate Idahoans on the health impacts of vaping. The take-away message is that there are resources available to help smokers and vapers to quit, which they can access through the Project Filter QuitLine (1-800-QUIT-NOW).

Escape the Vape: Project Filter messaging

The design of the bus wraps involved a multi-stage consultation process. The Project Filter team tested the slogan "Escape the Vape," along with other possible slogans, at public events sponsored by Project Filter. The slogan "The tobacco industry has a kid's menu" came from the California Department of Public Health, which gave the DHW permission to include it in our anti-vaping campaign.

The Project Filter team also analyzed feedback on social media for various anti-vaping campaigns, and tested popular counter-marketing ads with approximately 80 Idaho youths at a youth leadership meeting in November 2019.

The final design is intended to be relevant, eye-catching, and impactful. The team hopes it will create dialogue and discussion throughout Idaho on the health impact of vaping, and more importantly - that it will get people to register at www.projectfilter.org to quit vaping and smoking!

Bus wrap graphic design concept

James la Marche, graphic designer for the Division of Public Health, designed the Project Filter bus wraps with a quick turnaround time. The torn paper design illustrates the message of "ripping away" from the marketing messages that use vaping flavors to tempt children to use tobacco products.

The design process included organizing a focus group to get real-life feedback on how the messaging resonates with the target audience. One of the options James designed revolved around video games; in the end, the focus group preferred the kid's menu theme.

By the end of January, the Project Filter messaging will be making the rounds through the Treasure Valley on eight Valley Transit buses. They will be on the road for a full 12 months.

The Project Filter team found in their research that buses are a great way to promote health messages on issues such as vaping, particularly for youths. This is partly because the youth demographic is more likely to catch public transport as they may not yet have cars or their driver's license.

Please help us spread the Project Filter message by sharing your photos of the buses! You can tag us on social media:

Facebook: @IdahoHealthAndWelfare @ProjectFilter
Twitter: @IDHW @projectfilter
Instagram: DHWStories; projectfilter

WORKPLACE VIOLENCE PREVENTION AND RESPONSE PROJECT ROLLS OUT INNOVATIVE SECURITY TOOLS

Department employees now have more tools and resources for preventing or responding to potentially violent situations. The Division of Management Services is moving forward with its Workplace Violence Prevention and Response project, and it is rolling out new initiatives to help keep employees safe.

The Workplace Violence Prevention and Response project kicked off in October 2018. Read more about the project in *DHW Connection*, Vol. One, page 9.

Recent developments in the project include:

Ivanti Emergency Text Alerts (IETA) is a mass communication system developed in-house by our IT team to ensure wide spread communications in the event of an emergency situation. Enroll today! Instructions are available under IT Help > SmartPhone Info > Text Alerts in the Self-Service Portal. View the IETA presentation to learn more.

Forty-three SOS GPS communications devices were purchased for community workers traveling in areas with little to no cell service. Those devices are being prepared for implementation in various programs statewide.

Incident Handling Tools and Resources were developed by the West Hub Workplace Violence Prevention and Response project team. The tools and resources were successfully piloted at the Westgate Office from July – October 2019 and were implemented throughout the rest of the West Hub in December 2019. Rollout to East and North Hub locations will take place throughout 2020.

Finally, a Workplace Violence SharePoint site was created to provide employees with a single location to find all things related to workplace violence. The site includes links to our Incident Handling Tools & Resources, an After-Care toolbox with information on coping with workplace violence, policies, and more. Check it out here: https://sharepoint16.dhw.state.id.us/sites/oppservices/WV/SitePages/Home.aspx

DHW INNOVATION

CEC TESTIMONY FROM DIRECTOR JEPPESEN

Director Jeppesen testified to the Idaho legislature on Jan. 9, speaking on behalf of pay increases at the Change in Employee Compensation (CEC) Committee for state employees. This is the transcript of Director Jeppesen's remarks:

Director Jeppesen testifies to the Idaho Change in Employee Compensation (CEC) Committee on Jan. 9.

Good afternoon. I am Dave Jeppesen, Director of the Department of Health and Welfare. Thank you for your work in considering the complexities of state employee compensation and for this opportunity to provide testimony. I also wanted to thank you for the CEC that you recommended, and the legislature approved for Fiscal Year 2020 (FY20).

Last year, I came before you for the first time to speak on behalf of pay increases for state employees. I commented then that the work at DHW consisted of some of the most stressful and difficult jobs in the state, and that our goal was to hire and retain excellent employees to fulfill our mission. But what did I know? It was my 10th day on the job!

Now, one year later, I have personally visited all but one department location, 45 facilities and more than 2,500 employees in person, and I have observed countless interactions between staff and citizens. I now know that these jobs are tough … tougher than I could imagine. And yet employees show up for work, and keep showing up for work, despite challenging conditions and heavy workloads. Why? Because DHW's mission, to promote and protect the health and safety of Idaho's citizens, is paramount and brings job satisfaction to our employees. The employees of DHW are passionate about the work they do, and they have compassion for our fellow Idahoans in need.

However, compassion and job satisfaction do not pay the bills at home, and cannot compensate for the personal family sacrifices DHW often needs. In FY19, we filled 545 vacant positions – 377 of those were new hires to the state, and 168 were existing state employees who promoted. Meanwhile, 388 employees voluntarily left DHW. FY19 saw the fourth year in a row of increasing voluntary turnover; at 14 percent, DHW's voluntary turnover remains well above the statewide average. In-person exit interviews conducted with 215 of those employees who voluntarily left DHW revealed that:

- 25 percent noted pay as the primary reason or a contributing reason for their departure.
- 54 percent of those with another job received a pay increase from their new employer. Of those who received a pay increase, the average increase was 30 percent.

Concludes on page 6

Turnover continues to be high in customer-facing positions, such as direct-care positions at our hospitals, social workers, and in nursing. In FY19, we also experienced significant increases in turnover in administrative support and program management positions. Many of these high turnover positions require licensure and/or degrees; those factors, coupled with Idaho's low unemployment rate, make these positions particularly difficult to fill.

Meanwhile, the department has, as much as possible, addressed compensation to reduce its impact on voluntary separations. Thanks to the efforts of the governor and Legislature in recent years, DHW has been successful in increasing its minimum starting salary; for FY19, our minimum starting salary was 75 percent compa-ratio. For FY20, our minimum starting salary was increased to 77 percent compa-ratio. With last year's CEC, 2647 employees received pay increases, with 2418 of those employees receiving an increase of at least 3 percent.

"Our mission to promote and protect Idaho's residents is the oft-cited reason to join DHW, and later to stay. But the fulfillment of serving Idaho's most vulnerable people cannot completely make up for nor compete with the increasing salaries elsewhere."
-Director Dave Jeppesen

As you consider CEC for state employees for FY21, I urge you to allow flexibility and authority to agency directors to address compensation priorities. Every agency has its hotspots – areas where compensation and turnover are most critical. Yet the tools available to us to address those compensation priorities are few. Failing to fund CEC on vacant positions will hamper DHW's ongoing efforts to increase our minimum starting salaries and contribute to salary compression across the organization. I fully support the Governor's recommendation for a 2 percent CEC; my request would be that you allow agency directors the authority to determine how that limited funding can best be distributed (in accordance with statute, of course).

Employees at DHW routinely report being overworked and underpaid. Our mission to promote and protect Idaho's residents is the oft-cited reason to join DHW, and later to stay. But the fulfillment of serving Idaho's most vulnerable people cannot completely make up for nor compete with the increasing salaries elsewhere. The partnership between the governor, the Legislature, and agency directors is critical to recognizing, rewarding, and retaining our valued workforce. Working together, we can minimize the disruption and inefficiency caused by unwanted turnover, and therein maximize the services to and outcomes for Idaho's citizens.

Thank you for your time and consideration of the Governor's recommended 2 percent CEC for our wonderful state employees.

DHWStories NOW ON INSTAGRAM

Our newest social media channel is Instagram! It's called DHWStories and you can find it by searching for Idaho Department of Health and Welfare (DHW).

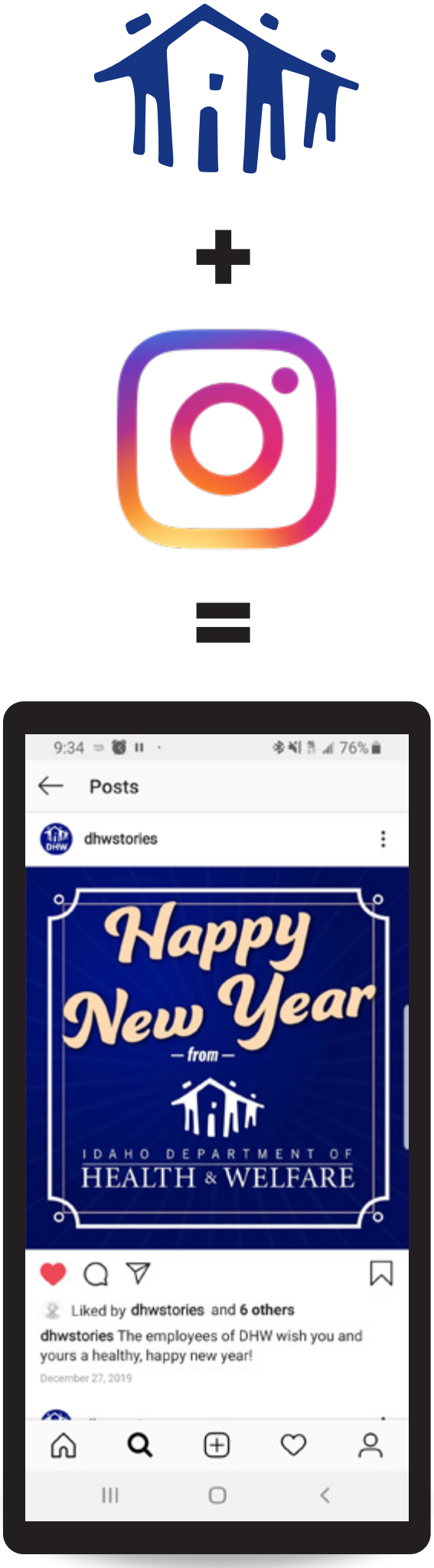
DHWStories is the place where work and compassion connect. We will highlight how we are helping Idahoans live their best lives along with other content that celebrates our beautiful state and our amazing employees.

The content on DHWStories will focus on:

- "A day in the life" stories
- Photos/quotes from our employees
- Photos submitted by our employees (e.g. Idaho scenery, co-workers, etc.)
- Highlights and successes of DHW programs and services

If you have a photo or an idea for Instagram, please let the Office of Communications know by emailing us at communications@dhw.idaho.gov.

Be sure and follow DHWStories on Instagram!



Stylebook Corner

TERMS AND STYLE FOR DHW LANGUAGE

Part of the DHW Brand & Editorial Stylebook gives employees tips on style when it comes to department and division names. On the right are a few reminders to help in your communications. The goal in achieving consistent communication style among all department employees is to demonstrate that we effectively communicate with each other first – to send a unified message to our customers, starting with the small details, and working up to our dedication to our mission.

Department and division capitalization rules

Capitalize when used as part of the proper noun: Department of Health and Welfare. Division of Medicaid, or Division of Public Health. Capitalize when it is the first word in a sentence. Lowercase in all other uses.

Department and division name use in text

For both internal and external use, in the first reference, use as follows: "Department of Health and Welfare." In second reference: "the department" or "DHW."

When referencing a division, in first reference, use as follows: "Department of Health and Welfare, Division of Public Health." In second reference, use "Division of Public Health," or "the division."

For audiences outside of Idaho, it is appropriate to use "Idaho Department of Health and Welfare."

Titles

Capitalize formal titles before a name, lowercase them after a name. Lowercase and spell out titles when they are not used with an individual's name.

Examples: Director Dave Jeppesen is in a meeting. The director is in a meeting. Dave Jeppesen, the director, is in a meeting.

Other tips

Governor's Office (always capitalize)

Healthcare (DHW style is to use it as one word – do not use health care)

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ASK THE BIG BOSS

Topic: Letterhead updates and recommended fonts

We've got just one question this week, but there are a few more in the queue we'll be publishing soon. Send your questions to Ask the Big Boss by clicking the orange button on the home page of the InsideDHW webpage, or emailing them to dsuggbox@dhw.idaho.gov.

Thank you for the work you do every day for the people of Idaho!

Director Dave Jeppesen

QUESTION:

Why are we going through the change of fonts for internal and external communications? With the thought in mind of cutting 10% of the budget, changing all our letterhead takes time and money. The Georgia style figures make it hard to distinguish a zero and a lowercase o. Another issue is underlining certain digits for example 13,14, 15, 17, and 19 just to name a few, reflects the second number to appear to have a strikethrough that may make it harder for some of our customers to read correctly.

Nate Elkins
Division of Licensing & Certification

ANSWER:

Nate, Thank you for your question.

The Department of Health and Welfare is asking all the divisions to help the Office of Communications maintain consistency in our communications, and that means we are ***recommending*** fonts and colors for external use. Consistency maintains a pattern that the public will come to expect from us, so that our communications and educational materials become easily identifiable as ours. Our goal is to ensure visibility and recognition within our target audiences, and to keep us top of mind especially when Idahoans need our services.

Anything that has already been printed does not need to be re-printed, so there should not be any costs to implement this recommendation.

The choice of Georgia as the recommendation for a serif font was based on the fact that Georgia was created recently and designed to be legible, but still attractive, on modern display technology. As the DHW Brand & Editorial Stylebook advises, if there is a font and font size that is legally or federally required, the division, bureau, or program should use that font. Additionally, if a document is a contract or legal document, it does not need to follow the Stylebook guidelines. One thing to note is that programs (such as Project Filter) have autonomy when it comes to logos, colors, and fonts.

Kelly Petroff
Director of Communications

DHW FAMILY

ELDER STREET OFFICE KICKS OFF 8-WEEK STEP CHALLENGE

January is a time of renewed interest in health, fitness, and weight loss. Did you know that only 8 percent of people who make a New Year's resolution succeed? The Elder Street campus (Division of Medicaid and Licensing and Certification) decided 2020 would be the year to help improve those statistics with an eight-week step challenge starting Jan. 6. Employees are invited to join the challenge at any point during the eight weeks, as long as they can prove their number of steps. But, of course, there is more benefit the earlier you sign up! If you are interested, email Cindy Stevens at cindy.stevens@dhw.idaho.gov.

Organized by the employee appreciation committee at Elder Street, all department employees are invited to join the challenge with a $20 entry fee. Tracking for the challenge is all via email, so employees throughout the state can participate.

The committee chose a step challenge because it is easily accessible to all fitness levels and conditions and the benefits are well known.

To compete in the contest, employees track their daily steps using a device such as a Fitbit or Apple watch and submit their weekly totals Cindy Stevens at cindy.stevens@dhw.idaho.gov. Employees will receive weekly emails with leader board, prizes, motivation, and fitness and nutritional information provided by a former personal trainer and group exercise instructor.

The person with the most steps at the end of eight weeks wins the money collected by the entry fees! Watch this space to hear who the winner is and if the group can reach 1 million steps by March 1, 2020!

Did you know?
According to the Centers for Disease Control and Prevention, more than 6 in 10 Americans walk for transportation or for fun, relaxation, exercise, or activities such as walking the dog.

A 2016 study by the American Heart Association Rapid Access Journal Report found that those who exercised regularly averaged yearly medical costs $500 lower than those who didn't exercise. Those who exercised regularly and already had cartiovascular disease averaged healthcare costs more than $2,500 lower than those who didn't exercise regularly.

Walking can help decrease the risk of heart attack, decrease the risk of developing type 2 diabetes, and can even reduce the risk of bone fracture. Additionally, brisk walking can reduce stress and depression levels as well as improve cancer survival rates.

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CENTRAL OFFICE PTC BUILDING BEGINS 2020 "STAND AND STAIR CHALLENGE"

One of the most convenient ways to work some extra exercise into your routine is to make use of "fitness equipment" already at your disposal as you go through your normal activities and chores. The Deputy Attorney General's Office at the Central Office noticed just the thing for this – 10 flights of stairs in the PTC building. To help motivate PTC staff to get some extra steps (and elevation) into their workdays, they have organized the "2020 Stand and Stair Challenge."

The 2020 Stand and Stair challenge begins Jan. 6 and will run through the end of the legislative session (usually late March/ early April). The idea is that each weekday, participants complete a set of stairs for each week of the competition.

This elimination challenge starts out gently, but as the weeks go on and the competition heats up, it can get brutal. This means that on the first week, participants would complete one set each day – 10 flights each on Monday, Tuesday, Wednesday, Thursday, and Friday, for a total of 50 flights during the week. By week eight, the requirement is 8 sets per day, totalling 40 for the week – or 400 flights of stairs.

Last year, five participants made it to week 14 before agreeing amongst themselves to call it a day. The five who made it to the end were Monica Young, human resources manager; Maria Gamet, human resource unit supervisor; Christina Robinson, human resource specialist, Daphne Huang, attorney general; and Peter Stanley, IT operations and support analyst. They made it up to 14 sets per weekday – a total of 700 flights on the 14th week!

While only a few make it to the end of the competition while completing all their steps, participants who are eliminated are encouraged to continue participating unofficially, as the competition is meant to be a fun way to encourage each other to get a few more steps into their workday.

DHWFACES

January 10

Question:
What is your biggest goal for 2020?

Please send your response and photo to communications@dhw.idaho.gov.

Pictured, from left: Edith Cecil, Deanna McGehee, Shelene Castro, Rita Luna, Heather Volpei, Linda McCullough, Kent Knigge, Colleen Hibbens, Jessica McDaniel, Mary Johnson, and Sally Holchin.

BUREAU OF LONG TERM CARE IN REGION 3 CELEBRATES HOLIDAYS AND STAFF ACHIEVEMENTS

The Bureau of Long Term Care (BLTC) in Region 3 celebrated the holiday season on Dec. 19 with a staff potluck, white elephant gift exchange, and team-building event.

At the conclusion of the event, Registered Nurse Shelene Castro was awarded the Region 3 BLTC "Phony Award" by her peers for the staff member who contributed above and beyond the past year within the workgroup.

Regional Program Manager Kent Knigge also presented a teamwork picture and frame to the Caldwell office to thank them for their efforts and express his appreciation for the work the team conducted this past year. They have faced and excelled at dealing with many changes within Medicaid over the past several months.

IDAHO LEGISLATURE 65TH SESSION BEGINS

The second regular session of the 65th Idaho Legislature officially began at noon MST on Jan. 6.

Idaho Gov. Brad Little delivered his budget recommendations and the State of the State address on Jan. 6. Little unveiled his budget priorities and recommendations for the Department of Health and Welfare (DHW) and other state agencies to lawmakers for funding consideration in state fiscal year 2021. The recorded video of the Governor's address will be available to view.

Here's how to keep track of department-related developments in the DHW germane committees in both chambers.

The Senate Health and Welfare Committee meets at 3 p.m. every day except for Friday in the Statehouse West Wing Room WW54. The meeting video or audio is available live, or as an archived recording later that day. Sen. Fred Martin, R-Boise, is the chairman, and Sen. Mary Souza, R-Coeur d'Alene, is the vice chair. To see a list and photos of the members, meeting agendas, and to sign-up for e-mailed agendas and minutes, you can visit this webpage.

The House Health and Welfare Committee meets daily in the morning in Statehouse East Wing Room EW20. The meeting video or audio is available live, or as an archived recording later that day. Rep. Fred Wood, R-Burley, is the chairman, and Rep. Jarom Wagoner, R-Caldwell, is vice chair of the committee. To see a list and photos of the members, meeting agendas, and to sign-up for e-mailed agendas and minutes, you can visit this webpage.

The Joint Finance-Appropriations Committee (JFAC) has scheduled hearings for DHW budget requests as follows:

Monday, Jan. 27: DHW overview, Indirect Support Services, Public Health Services, Healthcare Policy Initiatives, and Licensing & Certification.

Thursday, Jan. 30: Domestic Violence Council, Developmental Disabilities Council, Child Welfare, Services for the Developmentally Disabled, and Service Integration (FACS).

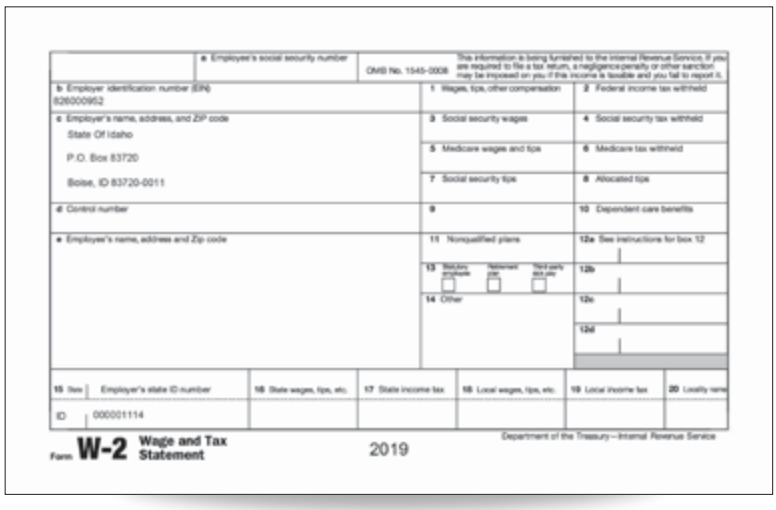
Monday, Feb. 3: Mental Health Services, Psychiatric Hospitalization, and Substance Abuse Services.

Monday, Feb. 10: Welfare and Medicaid.

JFAC meets in a dedicated hearing room in the Statehouse (C310), and you can watch or listen remotely to every meeting. You can also learn more about the committee members, meeting schedules, and subscribe to agendas and meetings at the committee webpage.

The length of the Idaho legislative session varies, but lawmakers generally attempt to finish their work by early April. In 2019, the Idaho Legislature adjourned Sine Die on April 11 and this year they have said they want to be finished by March 20. More details and information at the official website for the Idaho Legislature.

W-2 FORMS NOW AVAILABLE


a Employee's social security number
OMB No. 1545-0008
This information is being furnished to the Internal Revenue Service. If you are required to file a tax return, a negligence penalty or other sanction may be imposed on you if this income is taxable and you fail to report it.
b Employer identification number (EIN) 826000952
1 Wages, tips, other compensation
2 Federal income tax withheld
c Employer's name, address, and ZIP code
State Of Idaho
P.O. Box 83720
Boise, ID 83720-0011
3 Social security wages
4 Social security tax withheld
5 Medicare wages and tips
6 Medicare tax withheld
7 Social security tips
8 Allocated tips
d Control number
9
10 Dependent care benefits
e Employee's name, address and Zip code
11 Nonqualified plans
12a See instructions for box 12
13 Statutory employee Retirement plan Third-party sick pay
12b
14 Other
12c
12d
15 State Employer's state ID number
16 State wages, tips, etc.
17 State income tax
18 Local wages, tips, etc.
19 Local income tax
20 Locality name
ID 000001114
Department of the Treasury—Internal Revenue Service
Form W-2 Wage and Tax Statement
2019

All State of Idaho employees are now able to access their 2019 W-2s online.

All current employees and those in terminated status after Dec. 31, 2018 have the ability to view and print their W-2 on the web.

Reminder about web access and security

As the new year begins, many current and former employees will be requesting access to the State Controller's Office (SCO) website for their W-2s.

Here are a few reminders regarding the importance of security:

- E-mails to the State Controller's Office should never include personal identifying/confidential information, such as social security numbers.
- Current and former employees with a valid e-mail address in IPOPS are allowed to reset their own passwords.
- Current and former employees without a valid e-mail address in IPOPS must contact the agency for online access to their W-2 information. Each agency has identified individuals designated as "web security" contacts.

  NOTE: Password reset requests of this type, made on behalf of a current and former employee, must be received from the department's web security administrator.
- Once an employee consents to view his/her W-2 online, a paper W-2 will not be mailed to them. This process will continue throughout the employee's employment with the state (including the tax year in which the employee has separated employment). If the employee wishes to receive a paper W-2 they must remove consent.

IMPORTANT REMINDER:

Employees are now able to add a personal email address by using the "Employee Secondary Email" form in IPOPS. This action will add a second email address to their record for verification purposes.

As part of the separation process, please ensure that you have updated the employee's mailing address and personal e-mail address in IPOPS. This will allow a former employee to reset his/her own passwords or remove consent and receive a paper W-2 in the mail.

As always, if you have questions, please contact the Division of Statewide Payroll help desk at dsphelp@sco.idaho.gov or (208) 334-2394.

2020 CHANGES TO FEDERAL TAX WITHHOLDING

The Internal Revenue Service has implemented major tax legislation that may affect the amount of federal taxes being withheld from employee paychecks. The IRS encourages taxpayers to perform a quick "paycheck checkup" by using the IRS Tax Withholding Estimator. You can also review the FAQS published by the IRS. If you determine you need to change your withholding, you will need to print and sign the 2020 Form W-4 and return it to Employee Services (for Central Office) or your local Human Resources representative (for the regions and institutions).

Helpful links:

2020 Form W-4: https://www.irs.gov/pub/irs-pdf/fw4.pdf

FAQs on the 2020 Form W-4: https://www.irs.gov/newsroom/faqs-on-the-2020-form-w-4

Tax Withholding Estimator: www.irs.gov/W4app

Tax Reform Provisions that Affect Individuals: https://www.irs.gov/newsroom/individuals

IN THE NEWS

In the news this week: Medicaid expansion, an Idaho flu season alert, federal changes to tobacco regulation that affect Idaho, and more:

Medicaid expansion

On Jan. 1, 2020 Medicaid coverage began for those newly enrolled as part of the Medicaid expansion group. Medicaid enrollment is open year-round. As of Jan. 9, we have enrolled 55,917 Idahoans in Medicaid. You can visit the Medicaid expansion website to find out more about Medicaid enrollment and check out the enrollment numbers by county.

Jan. 6, 2020 **KIVI Boise**
How Governor Little plans to pay for Medicaid expansion

Jan. 1, 2020 **Idaho Press**
Idaho Medicaid expansion signups lower than expected so far

Medicaid Administrator Matt Wimmer is interviewed Jan. 9 by KIVI-Channel 6 reporter Jessica Taylor about Medicaid's non-emergency transportation contract. Check out the next edition of DHW Connection *for the published story.*

Flu season is here

On Dec. 23, the department published a press release announcing this season's first two deaths from flu in Idaho. It's not too late to get your flu shot – for information about influenza and how to stay healthy, please visit www.cdc.gov/flu or http://flu.idaho.gov.

Jan. 1, 2020 **Idaho Press**
Flu precautions warranted in Gem County

Dec. 27, 2019 **Idaho Mountain Express**
H&W urges flu shots: Two Idahoans reported dead from influenza

IN THE NEWS

Federal changes to tobacco regulation affect Idaho

On Dec. 20, the Food and Drug Administration announced that the new national legal age limit to buy tobacco products was raised from 18 to 21. The age limit goes into effect immediately. Because current state law specifies that the legal purchase age for purchasing tobacco products is 18, there has been media attention on how retailers and state governments should comply with the new federal law.

Dec. 31, 2019	**Local News 8** State catching up to change in tobacco age

More DHW in the news

There have been several news stories on topics relevant to the work we do and our mission, including the department's behavioral health plan, changes to SNAP (food stamp) benefits following a change to the program by the Trump administration, new follow-up services available from the Suicide Prevention Hotline, and more:

Jan. 7, 2020	**Idaho Press** Judge finds probable cause in case of personal-care aide charged after Boise man's death
Jan. 6, 2020	**Post Register** Idaho Health and Welfare seeks ideas for behavioral health plan update
Jan. 2, 2020	**Idaho Press** Boise man accused of killing ex-girlfriend to undergo mental health evaluation
Dec. 30, 2019	**KIVI Boise** Suicide prevention hotline now making follow-up calls to discharged patients
Dec. 26, 2019	**Idaho Statesman** Idaho ranks among worst states for childhood trauma. Here's the path forward
Dec. 25, 2019	**Idaho Press** Changes to SNAP benefits poised to affect 100 Idaho adults
Dec. 20, 2019	**Idaho Press** New Idaho program aims to help teens quit vaping