



The Torch

The official newsletter for Indiana state employees

Holcomb names Fred Payne as State's new Workforce Development Commissioner

Governor Eric J. Holcomb recently announced that **Fred Payne** will be Indiana's next commissioner at the Department of Workforce Development (DWD). Payne is currently the chief administrator for Honda Manufacturing of Indiana, LLC (HMIN) with extensive professional expertise in employment and labor law.



"Fred is the right pick to take our state's workforce development agency to the next level—at a time when building and securing talent has never been more critical to our state's enduring economic success," Gov. Holcomb said. "His corporate experience at Honda has given him a clear perspective of employer workforce demands. Further, he has experience driving change and eliciting results in a large organization, which will be a big advantage working with an agency the size and scope of the DWD."

As chief administrator for HMIN, Payne has led the company's business
(Continued on page 2)

In this issue

- 2 ISDH releases mobile pregnancy app
- 3 IARA launches online catalog
- 4 Gov. Holcomb speaks at WGU Commencement
- 5 Entertainment discounts make great holiday gifts
- 7 Get ready to Go365 in the new year

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Got a story?

Submit your story ideas to:
spdcommunications@spd.in.gov

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Happy Holidays from:  Indiana State Personnel Department



(Continued from page 1)

division, overseeing corporate affairs, information services and administrative functions—along with serving as company secretary and compliance officer. Payne joined HMIN in 2008 as an attorney focusing on employment and labor issues and in 2011 became general counsel, secretary, and corporate affairs and administration manager. Prior to working for HMIN, Payne was managing attorney for the Indiana office of Wessels and Pautsch, P.C.

“I am up to the challenge of leading a department that plays a vital role in our state’s future

success,” said Payne. “I look forward to working with Gov. Holcomb and Secretary Milo to continue to build upon our workforce system to better meet the needs of Indiana employers and job seekers by helping match qualified Hoosiers with the high-demand jobs available today.”

Payne is admitted to the 7th and 9th Circuits of the U.S. Court of Appeals and the U.S. District Courts for northern and southern districts of Indiana, northern and central districts of Illinois, and the western district of Wisconsin. Payne is a graduate of Maurer School of Law at Indiana University

Bloomington and holds a master’s degree from the University of Northern Iowa and bachelor’s degree from Grambling State University.

Payne is admitted to practice in the state of Indiana and before several Federal Courts. He served as a board member to the Indiana Pro Bono Commission and currently serves as a board member for the Indiana Manufacturers Association, Honda Federal Credit Union, the Indy Eleven Soccer Foundation and the Indianapolis Urban League. He and his wife, Kelly, live in Indianapolis.

Payne’s first day with DWD is Dec. 12.

Health Department Releases Mobile Pregnancy Application

The Indiana State Department of Health (ISDH) has launched a new mobile application aimed at improving infant and maternal health in Indiana.

The free app, called Liv, is making its debut during the Labor of Love infant mortality summit at the downtown Indianapolis Marriott. It features information designed to help women improve their health, whether they are planning to become pregnant, are already pregnant or are parents.

The app promotes early prenatal care and education about pregnancy. It includes information about nutrition, an interactive calendar, a journal feature and more than 100 articles, checklists and how-to’s based on best medical practices. It also includes links to other resources, including contacts for doctors, hospitals, food banks, Women, Infants and Children (WIC) clinics and

birthing centers. Users can sign up to receive messages and alerts appropriate to their stage of pregnancy.



“Having a healthy baby starts long before a woman becomes pregnant,” said State Health Commissioner Kris Box, MD, FACOG. “The new Liv app will help women learn what steps they can take to improve their health before and

during pregnancy and give their babies the best possible start to life.”

The Liv app was created by Indianapolis-based technology solutions company eimage using funds appropriated by the Indiana General Assembly. It is available on both the Apple store and Google Play by searching “Liv: A pregnancy app.”

Visit www.askliv.com for more information.

The app is part of ISDH’s efforts to reduce infant mortality, which is defined as the death of a child before his or her first birthday. In 2015, the last year for which data are available, 613 Indiana babies died before the age of 1. The effort also focuses on education by promoting measures such as safe sleep, smoking cessation, prenatal care and the MOMS Helpline. Visit www.LaborofLove.in.gov for more information.

Follow ISDH on Twitter at @StateHealthIN and on Facebook at www.facebook.com/isdh1 for important health and safety updates.



Indiana Archives And Records Administration Launches Research Indiana Catalog

A new online catalog connects researchers to the millions of records housed within the collections of the Indiana Archives. The Research Indiana Catalog simplifies the process of searching the Archives' collection by providing listings of more than a quarter of a million holdings. Some of these commonly sought-after materials include Indiana military, immigration, institutional and vital records.

Like many historical institutions, the Indiana Archives faced the challenge of making historical and governmental information more

accessible while preserving fragile and irreplaceable materials. Research Indiana Catalog is the culmination of a three and a half year project to organize, preserve and make available the Archives' extensive collections. For the first time, Archives staff, researchers, and the public are now able to view the catalog from anywhere via any device.

"It's been a long process. We are excited to provide significantly greater access to the Indiana Archives and allow the public to research Indiana as well as find their own story," said Jim Corridan, Executive Director of the Indiana Archives and Records

Administration and State Archivist.

Powered by AXAEM, an open source application, the Research Indiana Catalog automates both archival and records management processes, describes records of all types, provides the public with access to government records retention schedules and provides agency histories.



The Research Indiana Catalog provides access to record groups and series information in a more user-friendly, integrated

way. The Archives online catalog has several search features designed to enhance the patron's experience. The Container Search (inventory) feature allows researchers to find each individual item in the collections. The Series Search (record series) feature allows users to search through the types of items in the Archives' collections. The Entity Search feature allows consumers to research records by the government agency or organization.

To explore the Research Indiana Catalog, visit www.ResearchIndiana.iara.in.gov.



Home for the holidays!

Home for the Holidays

Family members returning home for the holidays may see changes in their parents or grandparents. These could be changes in eating habits, mobility, or merely a decline in health. The FSSA Division of Aging wants to remind you that the INconnect Alliance is here to help provide information and resources to assist loved ones figure out how to get the services or supports they may need.

Want to learn more? Please visit INconnectAlliance.org or call the INconnect Alliance at 1-800-713-9023.

Indiana School for the Blind and Visually Impaired Tree Sale



Benefitting ISBVI Students and Programs

**When: Saturday, Dec. 2
Time: 8 a.m. - 4p.m.
Where: ISBVI at 7725 N. College Ave. Indianapolis**

Featuring: Santa, Indy Ukelele Club, Live Reindeer, ISBVI Choir and more

[Find out more!](#)

Governor Holcomb Guest Speaker at Western Governors University Regional Commencement

Governor Eric Holcomb spoke at Western Governors University's (WGU) first ever regional commencement, hosted by WGU Indiana on Oct. 21. Nearly 4,000 people from over 25 states attended the commencement, which was held at the Indiana Convention Center. Of the nearly 500 WGU graduates in attendance, WGU Indiana graduates numbered 310 and represented over 175 towns or cities across the state.



Governor Holcomb addressed the graduates, congratulating them on their dedication to finishing their degrees, and acknowledging the challenges many of them have faced. He also emphasized the employment needs in Indiana and invited graduates to investigate job opportunities within the state.

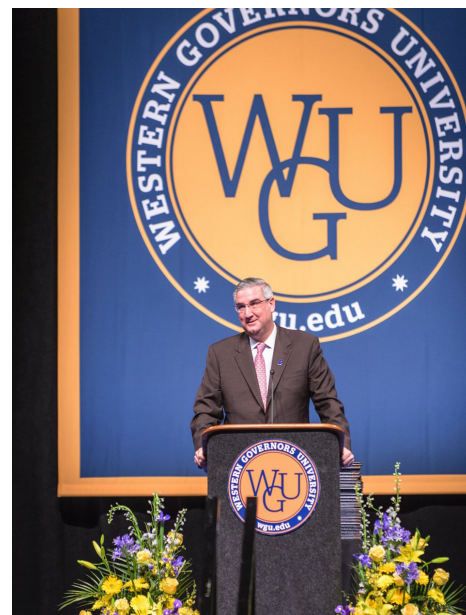
WGU graduates Heyde Mitchell, Sean Copeland, Michael Updike and DeAnna Klingbeil also addressed the crowd. Mitchell, who completed

her MBA, shared how she overcome personal trials while earning her degree. Copeland, the morning show host of Soft Rock B105.7, discussed returning to college to complete his B.S. in business management. Updike spoke about overcoming obstacles in order to obtain his B.S. in information technology. Klingbeil, who earned her master's degree in nursing leadership and management, previously completed her bachelor's degree in nursing with WGU, as well.

Following commencement, WGU Indiana hosted "Meet Indiana," an expo-style experience where graduates and their guests could engage with Indiana organizations and businesses. Indiana employers who attended the event included Department of Workforce Development, Indiana Economic Development Corporation, VisitIndy, Indiana State Personnel Development, TechPoint and OneMain Financial. Graduates and guests had opportunities to discuss job openings with the organizations and out-of-state attendees learned more about Indiana. Guests also had an opportunity to take photos in former IndyCar driver and current WGU Indiana student Sarah Fisher's racecar. DowntownIndy also provided local food trucks for the graduates and their families to enjoy a post-

commencement lunch.

The State of Indiana is a corporate partner with WGU Indiana, so employees can earn a WGU Indiana bachelor's or master's degree at a 5 percent discount. Currently, 59 students and over 70 graduates are State of Indiana employees. WGU Indiana is the state's online, non-profit, competency-based university, offering over 50 undergraduate and graduate degrees in business, IT, healthcare and education. For more information about tuition benefits for Indiana State employees and WGU Indiana degrees, visit <https://indiana.wgu.edu/landing/INstate>.



Stark County DCS Dedicates a Tree

Co-workers from the Starke County Department of Child Services decorated a tree in the community of North Judson this past week. The tree is dedicated to the children of Starke County. There will be a tree lighting ceremony on December 1st, where dozens of trees in the community will be lit and Santa Claus will be making an appearance.

Pictured Top Row Left to Right: Kara Wagoner, Lyndsay Flores, Andrea Jackson, Brenna Brown

Pictured Bottom Row Left to Right: Jodean Coyer, Caitlin Young

Submitted by: Andrea Jackson- DCS



Check out these holiday entertainment & other discounts

BROADWAY INDIANAPOLIS™

**SEE THE BEST OF
BROADWAY IN INDY!**

A Christmas Story - Now through
Dec. 3, 2017

Beautiful: The Carole King Musical
- Jan. 30 -Feb. 4, 2018

Les Miserables - March 13-18, 2018

Wicked - April 25- May 13, 2018

RENT - June 12-17, 2018

[Buy tickets here!](#)

Butler Arts Presents

Enjoy the ongoing season of
Butler Arts Presents performances
at Clowes Memorial Hall and the
Schrott Center for the Arts!

Upcoming Holiday Shows:

Butler Ballet's The Nutcracker -
Now through Dec. 3

A Charlie Brown Christmas – Dec.
10, 1 p.m. & 4 p.m.

*The Ten Tenors: Home for the
Holidays* – Dec. 12, 7:30 p.m.

[Buy tickets here!](#)



Disney on Ice: Dare to Dream

Jan. 17-21, 2018

Bankers Life Fieldhouse

Promo Code: **8STATE**

[Buy tickets here!](#)

Order NOW for best seating with
great employee discounted tickets!

Deadline to order is one day prior
to performance.

Any questions, please email:

indygroupsales@sbcglobal.net for
prompt reply.

To see other discounts offered to state
employees visit the discount page at:

www.in.gov/spd/2439.htm.

DNR

Indiana Department
of Natural Resources

Two nights for the price of one

Two nights for the price of one at
any of DNR's seven inns. Nov. 26,
2017 - March 2, 2018:
Sunday – Thursday only.

(Blackout period Dec. 24, 2017 –
Jan. 4, 2018) Certain restrictions
apply.

[Find out more here!](#)

State Park Holiday Gift Pack

The pack includes:

- 2018 Indiana resident State
Park Annual Entrance permit.
- A \$65 gift card (you choose
either an Inns card for hotel
lodging, or a Camp card for site
reservations).
- A 1-year subscription to
Outdoor Indiana.

Offer ends Dec. 31, 2017

[Find out more here!](#)

Indiana State Parks

Holiday GIFT PACK

Includes:

- \$65 Inn Lodging or Camping Gift Card
- 1-year subscription to Outdoor Indiana Magazine
- A 2018 State Park Entrance Permit
(permits a single vehicle or two motorcycles to all properties administered by Indiana DNR)

NOW \$99 **\$31 in savings**

ONLY available online or by calling. Offer ends 12/31/2017.

InnsGifts.com | 1-877-LODGES1



Artwork by
Jerry Williams



What to Buy Now: Best Buys in December and January

If you aren't all shopped out from Black Friday and Cyber Monday, you might still have some big ticket items you want to purchase this holiday season. Indiana MoneyWise did some exploring on how to save big bucks. Whether you treat yourself or justify the spending in your budget for someone who has been extra good this year, timing is important and knowing when to buy goes a long way for the frugal consumer. Here are the best times to buy gadgets, appliances, toys, cars and home goods for the next few months.

December

The previous month, November, showed many deals on electronics and home appliances. Many of the sales from November continue to roll over into December in assumed preparation for Santa's big day. Toys will decline to their lowest price and auto dealers will slash costs of vehicles in efforts to meet end of year quotas. For those of you caught under the mistletoe with thoughts of saying 'I do,' wedding supplies can be found at a bargain too. November through March are the less popular months for weddings, creating a lull for specialized businesses. Bridal shops are looking to turn over inventory for the Spring, so look for markdowns on gowns and decor. In addition, don't forget about the new year just around the corner, as champagne and other sparkling beverages will be marked down. If you're in the market for a house, this is a good time to negotiate a deal. The day after Christmas will turn out new discounts for decorations, winter apparel, wrapping paper, and more seasonal items.

January

Ring in the new year with fresh furnishings. Bargains can be found on furniture as retailers try to thin their inventory for new models, which typically are released in February. You can even find discounts on office furniture, tempting entrepreneurs who are inspired by the new tax year. Many folks make new year's resolutions to lose weight, and this is a good time to find deals on fitness and exercise equipment and apparel. It may also be a good time to shop for a gym membership, but some gyms offer better deals in the summer, when more people prefer to exercise outside. Other sales to look for include specials on motorcycles, suits, bedding and linens. One last tip, the annual Consumer Electronics Show occurs in January, driving down costs on older model electronics. If you didn't get the iPad or FitBit you wanted for the holidays, grab one up for yourself now. For more holiday savings ideas and ways to stretch your dollar farther visit the Indiana MoneyWise e-magazine newsstand, <http://bit.ly/EMagNewstand>.

Submitted by Indiana Secretary of State Connie Lawson

New Tobacco-Free Policy for the IGC

Starting Nov. 1, 2017, in an effort to reduce the incidents of smoking, vaping and using chewing tobacco products on the Indiana Government Center (IGC) Campus, the Indiana Department of Administration (IDOA) in coordination with the Indiana State Personnel Department (INSPD) and the Indiana State Police (ISP) put new restrictions in place designating areas where use of tobacco products and vaping is allowed. Tobacco use is prohibited in all other locations on campus.

These restrictions help the State to maintain a clean, safe and healthy business environment and gathering place for the public.

Everyone working on or visiting IGC is expected to comply. Capitol Police Officers will ask individuals who are violating the new policy to move to one of the designated smoking areas. Failure to comply with the new policy could result in disciplinary action.

For more information about this policy including definitions of tobacco products and responsibilities of employees and agencies, please read the [policy and procedures document](#).

[View IGC Campus Map with Designated Tobacco Use Areas](#)

Get Ready to Go365 in the new year

Get ready for a new program year by finishing the old year strong.

Moving up in Status before your Go365 program year ends is smart because the program resets, and reaching this higher Status again in the new year pays off in more double Bonus Bucks. Also, to spend any Bucks earned throughout the year, be sure to reach Bronze Status or higher.

Here are a few things to look forward to when your program year renews:

- 750 Points for the first verified workout
- Double Bonus Bucks upon reaching prior year highest Status
- Up to 1,250 Points for taking the Health Assessment
- 10% of your Points carry over
- All of your unspent, unexpiring Bucks carry over

Go confidently into your new Go365 program year.

- Celebrate your progress and results, like improved biometric screening numbers, a lower Go365 Age or crossing the finish line of your first 5K
- Create new goals and aim for more Points, higher Status and better rewards

What happens to my Points and Bucks at the end of my program year?

Ten percent of your Points will carry over to your new program year. Any unspent and unexpired Bucks will remain in your account, but you must spend them within three years following the year they are earned, before they expire. When your program year renews, you will receive



an equivalent amount of Bucks corresponding to the 10 percent of Points you carryover. Example: You end the program year with 8,500 Points and 10,000 Bucks. When your program year renews, you will have 850 Points and 10,850 Bucks.

What happens to my Status?

All members reset to Blue Status at the beginning of the new program year. Earn double Bonus Bucks when you reach your prior year highest Status.

Bonus Bucks:

- Bronze = 0
- Silver = 1,000
- Gold = 3,000
- Platinum = 10,000

If you end your program year in Blue Status, but you earned Points and Bucks because you completed some activities, those Points and Bucks reset to zero. You must reach Bronze Status or higher to access any earned Bucks.

What happens if I'm halfway through completing a Recommended Activity when my program year ends? Will my time period start over?

No, the timeline for completing your Recommended Activity is not impacted by the end of a program year. As long as you are a Go365 member, the deadlines for your

Recommended Activities will remain, and you will earn Points when the Recommended Activity is complete.

What happens if my biometric screening results were in range in my current program year and then not in range the following year?

You will still earn Points for getting your biometric screening, and additional Points for those measurements that are in range. Go365 will award Points for each of the two years (current program year and the following program year), except for BMI. You must get your BMI checked every year. For example, if your cholesterol is in range, those results carry over for one program year and those Points will be automatically awarded to you on the first day of your next program year. Adult children are not eligible to earn Points or Bucks for biometric screening completion or in-range results. We still encourage all family members to complete their screening as it may initiate other activities worth Points.

What happens to my Points and Bucks if I add or remove dependents from my program in the new program year?

Your Status is based on the number of Points you and your dependents earn for completing activities in Go365. Status applies to the entire family. Points earned by a dependent (spouse or child) who has been removed from the program are not included in the calculation of carryover Points. Any Bucks earned by those dependents will remain in your account.

Improving Your Financial Health

Have questions about a financial topic and not sure where to go? One of many options available to you is Elements Financials' education resource, called the Elements Financial Education Center. The web-based tool is free for all state employees to use, and is aimed at several popular topics when it comes to fiscal health – Savings & Checking, Credit Cards & Credit Scores, Investments & Retirement, Auto Loans & Homeownership, and more.

In addition to its online resource, the state also hosts Lunch & Learns in partnership with Elements Financial. These events, which are always held on the Indiana Government Center campus, are free and open to all state employees, and can offer a beneficial opportunity to ask questions in person about the chosen topic that week.

Click [here](#) to log in to the Elements Financial Education Center, or see the full schedule of upcoming Lunch & Learns, which occur twice a month.

BONUS: While you are learning about how to manage your finances, you can also earn Go365 points along the way.

You can receive 35 points per month for attending at least one Lunch & Learn on the Indiana Government Center campus, or by participating in one of Element Financials' online modules. Be sure to bring your Go365 member ID number with you to earn points!

In addition to our partnership with Elements Financial to help you achieve your financial goals, the state of Indiana offers health savings accounts (HSAs) to help you save money and manage your health expenses. If you take part in one of the state's options for a Consumer Driven Health Plan (CDHP), then you likely already know about the second part of your health insurance, called a health savings account. An HSA is similar to a savings account, but the funds can only be used for qualified health-related costs. And in addition to the biweekly payments that you can add to the fund, the state also prefunds the account and makes biweekly payments throughout the year. Plus, if you don't use it, you also don't lose it – the money rolls over each year and you can take it with you if you ever leave state employment. Learn more about the state's HSA accounts [here](#).

Important info affecting your HSA debit cards

Each employee with a health savings account will receive a newly designed debit card now featuring EMV (Europay, MasterCard, and Visa) technology, with integrated fraud protection.

As cards are issued, HSA Authority will send communications informing you of the changes: the new design and technology, how to activate new cards and dispose of old cards and where to find additional information and resources on the HSA Authority's website.

Find out more online at www.oldnational.com/emv

Or by phone at:
1-800-731-2265
Monday - Friday, 8am-8pm or
Saturday 8am-3pm, EST

If you have additional questions, please email HSAEmployerSupport@theHSAauthority.com.

Happy Holidays from:

Invest In Your Health



Personal purchases for less.

The State of Indiana receives special pricing from Staples Business Advantage® — and, as a State employee, you can too! Enjoy the same discounts on the things you buy for yourself and your family.

Take advantage of incredibly deep discounts:

- Order directly from StaplesAdvantage.com
- Have your order delivered FREE right to your home (personal purchases cannot be shipped to an office)
- Use only your personal credit card for payment
- Realize big savings with Staples' full product offering

Register for your personal account today at:

<https://register.staplesadvantage.com/c/s?RegFormId=yFmtfo>

For more information, contact Chris Constantine at chris.constantine@staples.com

Contract Expiration: 3/31/2018