



The Torch

The official newsletter for Indiana state employees

Office of Energy Development announces process to draft new State energy plan

On Dec. 2, the Indiana Office of Energy Development announced that it has officially begun the process of crafting a new energy plan for the State of Indiana.



“Here in Indiana, we make things, and we grow things,” said Governor Mike Pence. “These activities require enormous amounts of energy. In order to maintain our historic advantage for low cost of energy, we need a new, updated energy plan.”

Indiana’s current energy plan, the Homegrown Energy Plan, was written in 2006. Since that time, Indiana’s cost of electricity for industrial customers has increased, causing Indiana to slip from 5th lowest in the country to 27th lowest.

To maintain reliable and low-cost energy, Governor Pence’s Roadmap for Indiana called for the creation of a new, updated energy plan based on three principles:

1. utilizing all of Indiana’s energy resources,
2. improving options available to energy consumers, and
3. commercializing new energy technologies. The plan will identify strategies for keeping energy prices lower at both the pump and the light switch.

“We have begun engaging a broad, diverse group of stakeholders who will help us shape the character of Indiana’s energy policy,” said Tristan Vance, Director of the Office of Energy Development and Chief Energy Officer for the State.

The Office of Energy Development will complete the plan and submit its energy policy recommendations to Governor Pence in June of 2014.

Governor Pence also said, “I look forward to receiving recommendations from the Office of Energy Development this spring, and I am confident that the strategies proposed will help ensure that Indiana continues to be the best place in America to start a company, grow a business, and raise a family.”

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SNAP (food stamps) benefit delivery dates to change for nearly 1 million food assistance recipients

The Indiana Family and Social Services Administration (FSSA) is informing the more than 926,000 SNAP Supplemental Nutrition Assistance Program recipients in Indiana about important changes that impact them starting in January. The changes are the result of Senate Enrolled Act (SEA) 530, passed by the Indiana General Assembly in 2013, and changes the dates recipients receive their monthly benefits. This began this month.

The amount of recipients' SNAP benefits is **NOT changing** – but the day on which benefits are applied to their Hoosier Works EBT (Electronic Benefits Transfer) cards does change.

Payment dates for SNAP depend on the first letter of the client's last name, and benefits have previously been made to clients during the first 10 days of each month. SEA 530 dictates that, starting in 2014, SNAP payments are spread from the fifth through the 23rd of every month, on odd days.

However, to phase in the change, in the month of January 2014 only, SNAP clients receive half of their benefits on their current date and the other half on their new date.

FSSA has developed a website to explain the date change at www.SNAP.IN.gov. There is also a chart (see below) showing clients' current date and future date, based upon the first letter of their last name. In addition, on the website, clients can gain a more clear picture of exactly how SEA 530 impacts them and their families by typing in their last names to determine their exact payment dates.

Having distribution days spread throughout the month means fewer shoppers on any of those days, making shopping easier for SNAP clients and

for all food shoppers. Additionally, spreading distribution days also eases the burden on grocery stores and other food sellers, as well, as those merchants who spread demand throughout the month.

This chart and the example below demonstrate the distribution of benefits for SNAP clients and the change:

First letter of SNAP recipient's last name	A or B	C or D	E, F or G	H or I	J, K or L	M or N	O, P, Q or R	S	T, U or V	W, X, Y or Z
Old deposit date	1 st	2 nd	3 rd	4 th	5 th	6 th	7 th	8 th	9 th	10 th
New deposit date	5 th	7 th	9 th	11 th	13 th	15 th	17 th	19 th	21 st	23 rd

Here, for example, are dates for a client with the last name "Smith:"

- December 2013 benefits - issued December 8, 2013
- January 2014 benefits – half issued January 8, 2014 and half issued January 19, 2014
- February 2014 benefits – issued on new date of February 19, 2014

In addition to the [website](#), FSSA has undertaken several different communications to inform SNAP clients of this important change. Those include:

- FSSA has assembled and been sharing information with a team that includes the Indiana Association of United Ways, Indiana 211, Feeding Indiana's Hungry (a group representing food pantries around the state), the Indiana Retail Council, the Indiana Independent Grocers and Convenience Stores and various individual retailers.

- Each SNAP recipient has received at least two mailings announcing the change.
- FSSA launched a statewide advertising campaign including radio advertising as well as ads on and inside city buses.
- FSSA created two videos to be used as public service announcements and to raise awareness of this important change in social media.

- SNAP clients received a voice recording alerting them to this change, via telephone, sometime between Dec. 14 and December 16.

The Supplemental Nutrition Assistance Program (SNAP) provides food assistance to low and no income people and families living in the United States. It is a federal aid program administered by the Food and Nutrition Service of the U.S. Department of Agriculture (USDA), however, distribution of benefits occurs at the state level. In Indiana, FSSA is responsible for ensuring federal regulations are initially implemented and consistently applied in each county. Approximately 926,000 Hoosiers from approximately 418,000 households across Indiana – or nearly one-sixth of the population of Indiana – receive SNAP benefits

How to make a resolution stick this year

The time of year to make resolutions is upon us again. As we sit around the tree in the firelight and enjoy friends and family, we know that in just a few short days it will be time to welcome a new year. A new year can be full of new possibilities for health. It has been said that “good health is the ultimate wealth”. Use the following tips to help make this your wealthiest year yet!

How long does it take to make a new habit stick, and why does it take that long?

Research shows that it takes 21 days to solidify a new habit. New neural pathways are actually formed during this time period. Continuing a habit (or breaking a habit) for 21 days lays out a new mental blueprint from which your sub-conscious can operate. 21 days of walking, 21 days of exercising, 21 days of meditation. When you start a new habit, start by telling yourself that this is for 21 days, or three weeks. You can do anything for three weeks, right?

What would you recommend I start with as a new healthy habit?

Start small and pace yourself. If you have not run for over a decade, don't set yourself up for failure by thinking you are going to go out and run a marathon within a week. If your goal is to run a marathon, start by walking in your neighborhood and gradually increase to running. Be realistic. If you drink four 32 ounce sodas per day, try cutting one soda out each week and replacing with a healthy, calorie free beverage that you like (i.e. green tea, water with lemon, Crystal Light, unsweetened tea, etc.).



Changing your habits is about finding a lifestyle you can actually live with. If you aren't realistic about what you are willing to commit to, you'll never be successful at sticking with it.

What is the best way to track a new habit?

Journaling has proven very effective in helping you look back at the things you have logged, to see trends and celebrate successes. Also, if there are triggers for setbacks, you can note that in the journal and try to avoid those situations in the future. Journaling also gives you a place to visualize and make note of what your goals are. In this day and age of the smart phone, sometimes the easiest way to journal is right on your phone. If you have a smartphone, IU Health has a fantastic app called My Healthy Habits. You can use this app to make goals for yourself and then track your progress. The goals will be set up in 21 day increments, so you can celebrate each time you set a new habit!



Thanks to the [Indiana Dietetic Association](#) for this submission.

Finding a new doctor can be easy

Figure out what type of doctor you need – First, decide whether you need a primary care doctor, surgeon or specialist. If you don't already have a doctor, start by choosing a primary care doctor. They can take care of any basic illness and keep you healthy by providing preventive care. They can also tell you when you need to see a surgeon or specialist.

Decide what you care most about – Rank the following characteristics based on how important they are to you: low cost, gender, years of experience, the doctor's education, location of the doctor's office, bedside manner, success rate and helpfulness. When making your list, keep in mind the type of doctor you are looking for – your priorities may change depending on whether you are looking for a primary care doctor or a surgeon.

Identify and narrow down your options with Castlight – Now that you've thought about your priorities, find the options in your area by searching on Castlight. Castlight's doctor profiles bring together many different sources of data to give you the information you need to find the doctor that's right for you. See years of experience, educational background, board certifications, ratings and reviews by other patients, and personalized cost estimates based on whether or not you've already met your deductible.

[Click here](#) to learn more about Castlight. [Register for Castlight today!](#)

Education

WGU Indiana challenges Hoosiers to 'Lose the Wait'

As Hoosiers gear up for 2014 and start setting their New Year's resolutions—hitting the gym, starting a new hobby, furthering their career—WGU Indiana encourages Indiana residents to 'Lose the Wait' in pursuit of a degree. In a state where 740,000 adults have some college, but no degree, now's the time to go back to school and complete or further your education.

"Indiana is a state of opportunity, particularly when it comes to education," said Governor Mike Pence. "We encourage all Hoosiers to explore their options for furthering their education and applaud WGU Indiana for their new scholarship program."

To help Hoosiers Lose the Wait, WGU Indiana is launching a new scholarship program. The university will award 20 'Lose the Wait' scholarships worth \$2,000 each.



To be eligible for the 'Lose the Wait' scholarships, applicants must have some college credit and pursue a bachelor's or master's degree in Business, IT, Education or Health Professions. Applicants may be new or returning students to WGU Indiana. The scholarships deadline to apply is February 28, 2014.

To learn more about all of WGU Indiana's degree programs, visit indiana.wgu.edu. For more on the Lose the Wait scholarships, [click here](#).

Health

Indiana receives USDA grant to increase local foods in school cafeterias

On Dec. 5, the Indiana State Department of Health (ISDH) announced it is one of 71 projects spanning 42 states and Washington, D.C. to receive the U.S. Department of Agriculture's (USDA) Farm to School Program grant. This is an effort to connect schools with local food producers.

The \$100,000 grant was awarded to ISDH in November and is for:

- Conduct strategic planning to expand and better support the Indiana Farm to School Network efforts.
- Assess school food service infrastructure and readiness to incorporate local products into school meal programs.
- Provide scholarships for small farmers and school food service staff to attend trainings that provide skills and information that support farm to school.
- Host meet and greet events to create partnerships between school food service directors and local producers.

This grant uses the Hoosier Harvest Market as a test hub for facilitating the connection between farmers and local school systems.

"Support for Farm to School has been gaining momentum in Indiana," said ISDH Commissioner William VanNess, M.D. "We knew it was important to meet farmers and school food service directors to learn who might be interested in farm to school activities. The response has been very positive."

In Indiana, 231 out of 294 public school districts completed the USDA Farm to School Census and 357,590 children in attendance are actively engaged in Farm-to-School activities.

The USDA Farm to School grants help schools respond to the growing demand for locally sourced foods and increase market opportunities for producers and food businesses, including food processors, manufacturers and distributors. Grants will also be used to support agriculture and nutrition education efforts such as school gardens, field trips to local farms and cooking classes.

"In rural and urban communities across the country, farm to school is teaching students where food comes from and how it gets to their plate, and encouraging them to make healthier food choices in the cafeteria and at home," said USDA Secretary Tom Vilsack. "Farm to school programs are an investment in the health of our nation's children and in the vibrancy of rural economies."

ISDH and the USDA are focused on improving childhood nutrition and empowering families to make healthier food choices by providing science-based information and advice, while expanding the availability of healthy food. The USDA's Farm to School Program is part of the Healthy, Hunger-Free Kids Act of 2010, which authorized the USDA to provide grants and technical assistance to help schools gain better access to local foods.

For more information, visit www.StateHealth.in.gov. Follow the Indiana State Department of Health on Twitter at [@StateHealthIN](https://twitter.com/StateHealthIN) and on [Facebook](https://www.facebook.com/StateHealthIN)

New leadership

Governor Pence appoints new ISDA Director

Lt. Governor and Secretary of Agriculture Sue Ellspermann recently introduced **Ted McKinney** as the new Director of the Indiana State Department of Agriculture (ISDA). He was appointed by Governor Mike Pence effective January 7, 2014.

“Ted McKinney is a well respected industry leader with decades of experience in Hoosier agriculture,” said Governor Pence. “As Indiana strives to grow and be innovative in agriculture, I am confident that Ted’s background, knowledge and passion for the industry will increase Indiana’s competitiveness and serve Hoosiers well.”

Lt. Governor Ellspermann added, “Ted McKinney is an outstanding addition to our team. As we look for ways to grow and enhance Indiana’s agriculture industry through programs like the recently announced Food and Agriculture Innovation Initiative, Ted’s business experience and life-long passion for agriculture will contribute to the success of that initiative and Indiana agriculture overall.”

Ted McKinney grew up on a family farm in Tipton County, where he has continuing interests. After graduating with a degree in Agricultural Economics from Purdue University where he was named Outstanding Male Graduate, he began a successful career with Elanco Products Company, DowElanco and Dow AgroSciences. Most recently, he was Director, Global Corporate Affairs for Elanco

Animal Health, a division of Eli Lilly and Company. In addition to his professional career, Ted has held leadership positions in the Indiana FFA (formerly Future Farmers of America), the Indiana 4-H Foundation and the Purdue Agricultural Alumni Trust Fund. He led the effort to recruit



Ted McKinney joins Lt. Governor Sue Ellspermann’s (left) team as the ISDA Director starting Jan. 7.

the National FFA Center and national FFA conventions to Indianapolis. He has also served on the State Fair Commission since 2005, and is Chairman of the Alpha Gamma Rho fraternity National Convention, scheduled for Indianapolis in late 2014.

In the community, Ted has been on the board of directors for the Indianapolis Children’s Museum, the Greater Indianapolis Progress Committee, WFYI Public Broadcasting, the Leukemia Society, and the Hamilton Southeastern Schools Foundation.

Ted and his wife Julie are the parents of three children.

New leadership in DOR

The Indiana Department of Revenue announces **Valerie Hunt**, CPA, MBA, as the department’s new chief



financial officer. Hunt has served as deputy controller for the department since July 2012.

As chief financial officer, Hunt will lead the department’s finance division, which includes accounting operations and reporting, electronic funds transfer and related banking functions, contracts and accounts payable, internal audit, and financial planning and analysis.

“Valerie has done an outstanding job of enhancing our accounting and budgeting process and reporting,” said Commissioner Mike Alley. “She is uniquely qualified to assume the role of chief financial officer for the department and build on our recent success.”

Hunt brings strong finance and accounting experience to the department having been engaged in financial management roles at Brightpoint, Rolls Royce and Guidant Corporation.

Hunt is a CPA with a BS in accounting and an MBA in finance from the Kelley School of Business at Indiana University, Bloomington. She replaces Mike Ashley, who was appointed chief financial officer by Governor Mitch Daniels in May 2012. Ashley is retired at the end of 2013.

FSSA extends Healthy Indiana Plan benefits through April 2014

The Indiana Family and Social Services Administration (FSSA) is informing more than 10,000 current members of the Healthy Indiana Plan (HIP) that their benefits will continue through the end of April 2014 to allow additional time for them to obtain new health coverage through the federal marketplace at www.healthcare.gov. Many HIP members have faced difficulties in the marketplace enrollment process, and this extension is meant to counter any lingering effects of the federal marketplace's well-documented technical issues. The HIP members impacted are those between 100-200 percent of the federal poverty level who will no longer qualify for the Healthy Indiana Plan due to lower eligibility standards set forth in the Healthy Indiana Plan waiver authorized by the Centers for Medicare and Medicaid Services (CMS). The new discontinuation date for these HIP members is April 30, 2014. FSSA Secretary Debra Minott requested this temporary extension in early November. [A copy of the request can be found here.](#)

"We have a responsibility to assist Healthy Indiana Plan enrollees during this transition period," said Minott.

"The fact of the matter is the health plans HIP members were told would be available starting in October have proven difficult to access due to the federal marketplace's well-documented technical issues. This extension provides additional time for these Hoosiers to remain on their HIP plans while they complete their enrollment and gain coverage through the marketplace."

Governor Mike Pence announced in September that CMS had agreed to allow Indiana a one-year extension

to continue to offer the innovative, consumer-driven Healthy Indiana Plan through 2014. During the discussions leading up to the extension, Pence administration officials and CMS officials mutually agreed that, in order to avoid duplication of efforts to cover



HEALTHY INDIANA PLANSM
Health Coverage = Peace of Mind

individuals over 100 percent of the federal poverty level, HIP should focus exclusively on those Hoosiers who are beneath this income threshold. Individuals below the poverty line are not eligible for premium tax credits under the Affordable Care Act. The federal government's position was that those over the federal poverty line could be covered under new subsidized federal policies through Obamacare. As a result of this agreement, approximately 20,000 more low-income Hoosiers will have health coverage in 2014. Indiana currently serves roughly 35,000 Hoosiers through HIP.

In early November, Secretary Minott expressed concerns to CMS about the technical difficulties HIP members may be facing in trying to obtain federal health exchange plans by January 1. Because of these technical issues, FSSA and CMS agreed to allow these HIP members more time to transition to other health coverage. This agreement is necessary because the State of Indiana cannot unilaterally change the terms of a CMS demonstration project waiver.

The decision to extend HIP benefits while members roll onto federal plans could cost the state up to \$11 million, which will be paid from the Healthy Indiana Plan trust fund.

"We still urge these Hoosiers to take action now to enroll in a health plan that will cover them in 2014," added Minott. "The federal marketplace will require an application and payment long before the end of April. Also, the plans available on the marketplace all have annual deductibles which will start in January. It will help Hoosiers in the long run if they begin paying on their annual marketplace plan deductibles sooner rather than later." FSSA is reaching out by mail to all the HIP members expected to transition off HIP letting them know about the temporary extension and transitioning to the federal marketplace, and is encouraging them to call the Healthy Indiana Plan at 1-877-GET-HIP9 for help.



Artwork by
Jerry Williams

Bridge project named 'Deal of the Year'

The East End Crossing of the Ohio River Bridges project has been named the national Deal of the Year by The Bond Buyer publication. The prestigious award was announced at a reception Dec. 5 with the nation's senior bond professionals in New York City. This year's competition drew a record number of nominations from financings of hospitals, housing, toll roads and airports ranging in size from a few million to billions of dollars.

"Congratulations to the Indiana Finance Authority, Indiana Department of Transportation and WVB East End Partners for being the first public-private partnership team to win the national Deal of the Year award," said Indiana Governor Mike Pence. "Delivering world-class infrastructure under budget with an accelerated construction schedule is what makes Indiana a state that works."

Indiana and Kentucky signed a Development Agreement in October 2012 that divided responsibilities for design, construction and financing of two Ohio River bridges between Southern Indiana and Louisville. Indiana was responsible for procuring the East End Crossing, which connects the I-265 outer beltway around the Louisville metro and promotes economic development in southern Indiana.

Governor Pence also announced that all three bond agencies – Standard and Poor's, Moody's, and Fitch Ratings – maintained Indiana's AAA credit rating that it has held since April 2010. Indiana leveraged its stellar credit rating to attract low-cost private sector financing using an availability payment form of public-private partnership (P3).

Availability payment P3s transfer from taxpayers to the private sector

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risks of cost overruns, both during construction and for operations and maintenance during a defined time period. If the road isn't made "available" to the public in compliance with performance standards in the contract, the recurring, inflation-adjusted payments are reduced accordingly.

The East End Crossing P3 was financed through the sale of around \$675 million of tax-exempt Private Activity Bonds (PAB), including \$195 million of milestone PABs, a new security type that can serve as a template for other P3 concessions.

The deal — the largest P3 PAB offering completed to date in the U.S. municipal market — "financed a large infrastructure project that fulfilled a public need. It was innovative, replicable and took an immense amount of cooperation across a number of sectors to come to fruition," said Michael Sarchilli, editor in chief of *The Bond Buyer*, who presented the award to Indiana Public Finance Director Kendra York.

The 2013 awards recognized deals that closed between October 2012 and September 2013. The Indiana Finance Authority reached financial close with WVB East End Partners, a consortium of Walsh Investors LLC, VINCI Concessions, and Bilfinger Project Investments, in March 2013. Kentucky plans to sell \$747 million of tax-exempt and taxable debt this month to fund its portion of the Ohio River Bridges Project.

More information about the project is available at www.eastendcrossing.com.

New information for surviving dependents

It can be overwhelming and confusing at times to navigate the process of handling final affairs while grieving the loss of a loved one. In an attempt to assist employees and dependents with this process, a new page has been created on the Benefits website with information about what may need to be done in the event a loss is experienced.

The information [can be found here](#) or by clicking the Surviving Dependents tab on the SPD Benefits website. Please take some time to review the information. Also, be sure to tell your dependents and/or beneficiaries where this information, and all your important documents, are located if needed. Now is a good time to review your beneficiaries on any life insurance policies or accounts you may have. This should be done periodically to ensure the information is accurate and current. If you have life insurance through the State employee benefit plans, this can be done through PeopleSoft self-service. If you have any questions, please feel free to contact the Benefits Hotline at 317-232-1167 or 1-877-248-0007 or via email at SPDBenefits@spd.in.gov.



Family Medical Leave

FML Questions?

If you have FML questions or are using the electronic request system for the first time, please visit the Family Medical Leave website at www.in.gov/spd/2397.htm, or call the FML line at 317-234-7955 or toll free at 1-855-SPD-INHR (1-855-773-4647) and choose the FML option.

SPD launches new trainings for customer service and supervisors/managers

The State Personnel Department (SPD) is launching several new catalogs of online training to help our employees develop and enhance their skills.

The first catalog of training is available only to managers and supervisors. The BLR Manager and Supervisor Training catalog is to ensure they receive supervisory training in a timely, cost-effective and efficient manner. The catalog has 32 courses and includes two curriculum programs. **CAUTION:** These courses were not developed specifically for state government so while the materials illustrate some general employment concepts, they do not supersede any laws, rules, or policies/procedures directly applicable to State of Indiana employees, supervisors, and workplaces. For State-specific training, [click here for SPD's training catalog](#).

- **The Core Supervisor Training Program** is a 12 course curriculum available to enhance the skill set managers and supervisors need to work effectively and efficiently within our agencies. Topics include: managing conflict, discipline, discrimination, documentation, firing and hiring, performance evaluations, privacy, sexual harassment and violence. After you have completed this course you can print a certificate of completion for your record. A specific quick step guide on how to enroll into this [program can be found here](#).
- **Enhanced Supervisor Program** The other 20 courses are available ala carte or by registering in the Enhanced Supervisor Training Program. Topics include: dealing

with change, conflict resolution, effective communication for supervisors, motivating employees, problem solving, and time management for supervisors. After you have completed this course you can print a certificate of completion for your record. A specific quick step guide on how to enroll into this [program can be found here](#).

Enrollment is limited for each type of training, so enroll today by logging into PeopleSoft ELM. Instructions on how to register are posted above or online at in.gov/spd/2391.htm. Questions can be directed to spdtraining@spd.in.gov and additional training information for state employees can be located at www.in.gov/spd/2331.htm



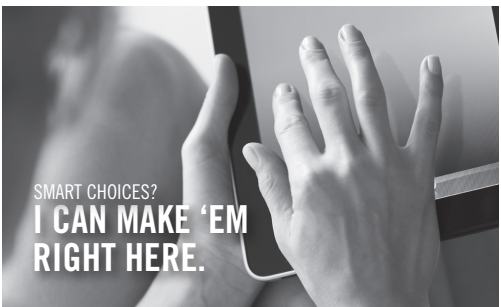
December 10, 2013: On the eve of Indiana's 197th birthday, Governor Mike Pence joined Hoosier students in Corydon, the home of Indiana's first state capital, to detail his 2014 education agenda. For more information on the Governor's 2014 Roadmap, visit www.in.gov/gov/2680.htm.

Add your personal email to emergency notification list

Due to the recent inclement weather conditions, Governor Pence instructed that state offices close on Monday, Jan. 6. The media was notified and messages were sent state-wide to all employees through email. Instructions were also given to contact your immediate supervisor if you had questions about to report or not.

State Personnel received requests to have personal emails notified of any future closings as well. If you wish to sign up for this feature, visit the SPD home page at www.in.gov/spd and click the "Subscribe for email updates" icon under State Employee News. Enter your personal email address in the pop-up when prompted and you will be subscribed to our list within Gov Delivery.

Pharmacy That Goes Farther.SM Mobile



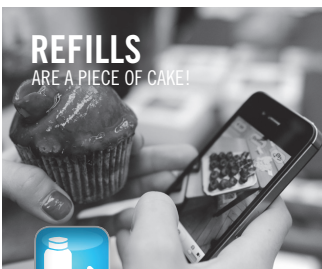
My Rx Choices[®]

Find lower-cost options under your plan.



Medicine Cabinet

Manage prescriptions and check for drug interactions.



Refills & Renewals

Refill and renew home delivery prescriptions.



Order Status

Is it ready? Has it shipped? Check it here.



Pharmacy Care Alerts

Personalized alerts for your treatment plan.



Locate a Pharmacy

Find the one closest to you

Switch to Home Delivery

Save the runaround, and maybe some money

Drug Information

Get more detailed medication info

Prescription ID Card

With you whenever you need it

In-App Registration

Get rolling right away

COMING SOON!

Safety Check

Scan over-the-counter (OTC) medications to check for interactions

Scan this QR code to download the Express Scripts app from your mobile device's app store or visit Express-Scripts.com



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