



The Torch

The official newsletter for Indiana state employees

Paid leave now available for employees with newborn or newly-adopted children

New Parent Leave became available on January 1 for executive branch employees who have at least 6 months of consecutive employment when one of these events occurs:

- The birth of the employee's child;
- The birth of a child to the employee's spouse; or
- Placement of a child for adoption with the employee



Governor Holcomb issued [Executive Order 17-31](#) providing up to 150 hours of paid leave for full-time employees and up to 75 hours of paid leave for part-time employees when welcoming a newborn or a child newly placed for adoption with their family.

New Parent Leave (NPL) is available when a birth or placement occurs on or after January 1, 2018, for an executive branch employee who has been employed at least six consecutive months at the time of the birth or placement for adoption. Leave is available during the first 6 months after birth or placement of the child, requires advance notice, and may be used in increments not less than a full day. For employees who are also eligible for family-medical leave (FML), absences charged to NPL will also be charged to FML.

A module is available in PeopleSoft > Self Service > Leaves of Absence to request this paid leave. Employees will be able to enter requests and upload documentation confirming birth or placement of a child for adoption, and the requests will be routed to the appropriate HR authority for approval. The leave cannot be approved until the confirmatory documents are uploaded.

The executive order, policy, and additional information about the leave is available at www.in.gov/spd/2738.htm, and instructions about entering requests will be added to that web page as they are finalized.

Indiana is only the 8th state to offer paid parental leave to its employees, and it is not yet common in the private sector, so this is a very exciting benefit that allows parents to spend time bonding with their new child without concern over the loss of employment or wages. Time with parents also contributes to better health and development of children which will strengthen families and communities. Paid parental leave will also be a valuable tool for recruiting and retaining a talented workforce.

Questions may be directed to the employee relations division of the State Personnel Department at 1.855.773.4647, choose option 4.

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The Torch is published monthly by the Indiana State Personnel Department and is available online at in.gov/spd/2540.htm.

Got a story?

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

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Employees

INDOT mobile app now available for Apple and Android devices

The Indiana Department of Transportation (INDOT) recently announced the agency's new mobile app is available for free download for iPhone or iPad users through the App Store and Android users through Google Play.

The INDOT mobile app offers statewide, real-time traffic information. Features include:

- A zoomable, scrollable map-based display
- Current traffic speeds
- Travel advisories
- Winter weather road conditions
- Customizable alerts for road closures, construction/maintenance, accidents
- Traffic camera images from metro areas (Indianapolis, Northwest IN, Louisville-Southern IN)

"INDOT is excited to be able to offer this tool for motorists, especially as we approach one of the busiest weeks for travel of the year," INDOT Commissioner Joe McGuinness said. "The new app is one more example of INDOT's commitment to providing great customer service and the features can help travelers plan ahead, avoid delays, and have a safe trip to their holiday destinations."

The INDOT mobile app also makes it easy to report roadway hazards, repair needs, and other concerns. Customers can also opt-in to receive email alerts on current and future INDOT construction projects and maintenance activities right from the app.

INDOT's app reports information for interstates, U.S. routes and state highways in Indiana. It does not include information on county roads or city streets.



The primary responsibility of every driver is the safe operation of his or her vehicle. Indiana law prohibits individuals from using a handheld electronic communication device to write, send or read a text message while driving. Drivers under the age of 21 are prohibited from using any electronic communication device while driving.

When in a vehicle, mobile communication devices should only be used by a passenger; or as a driver, when your vehicle is at a complete stop, at a safe location, out of the roadway. Don't text and drive or use this app while driving.

Stay Informed

Motorists can learn about highway work zones and other traffic alerts at indot.carsprogram.org, 1-800-261-ROAD (7623) or, 511 from a mobile phone.

Subscribe to receive text and email alerts about INDOT projects at <https://public.govdelivery.com/accounts/INDOT/subscriber/new>. Find links to INDOT's Facebook and Twitter pages at www.in.gov/indot/3074.htm.

Check out these entertainment discounts!

BROADWAY INDIANAPOLIS™

SEE THE BEST OF
BROADWAY IN INDY!

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!](#)



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 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.

It's Time to Have "The Talk" With Your Aging Loved Ones

A quick Google search reveals article after article on how we would rather have an awkward conversation about sex, politics, or religion than delve into the ultra-uncomfortable subject of money. Gary Dayton, a licensed psychologist, was quoted in a recent US News report. "To many, money symbolizes comfort and living with ease, but it can also bring up scary issues of

members.

In addition to affinity fraud are multiple other investment fraud scams. Americans lose an estimated \$40 billion a year to investment fraud. Whether working with an investment broker or a trusted friend, it's important to investigate before you invest.

Here are a few things you should always do when investing:

cognitive impairment, dementia and early Alzheimer's may in fact make seniors more susceptible to falling victim. The perpetrators fall into two groups, according to AARP's Hurme: members of your inner circle, such as family, and strangers, who can be real pros at taking advantage.

According to a MetLife Mature Market Institute survey of reported scams, 51% of the scammers were strangers, and 34% were family, friends or neighbors. To find out more on how to monitor this type of fraud and what you can do to prevent this from happening to you or your loved ones check out www.indianamoneywise.com.

Indiana MoneyWise



dependence, insecurity and even survival." Most often we discuss how to save money, decrease debt and prepare for retirement. It's also crucial to discuss how to protect and prevent against being duped of these savings. Fraud is everywhere, and senior citizens are a favorite target.

If you're familiar with the old adage "birds of a feather flock together," you understand the basis of affinity fraud. Our interests and backgrounds, including race, culture and religious beliefs, help identify us as members of unique groups that we often come to trust. Affinity fraud occurs when a member of a group, organization or community abuses trust to take advantage of other members. Con artists first sell to a few prominent members of the community and then pitch the scam to the rest of a group by using the names of those previously sold. This scam often goes unreported as groups typically opt to work it out amongst their

- **Get written information.** Every investment opportunity should have a prospectus that outlines the details of the investment.
- **Ask questions.** If the person is legitimate, they should not hesitate to answer any questions you have.
- **Don't rely solely on the testimony of others.** Just because someone else made money doesn't mean you will.
- **Be skeptical of promises of high returns.** If someone offers returns that seem too good to be true, they probably are.
- **Call the Indiana Securities Division at 1-800-223-8791** to check on the investment and the person selling it or to report any fraudulent activity.

Researchers determined there may be a neurobiological basis for seniors' increased vulnerability to investment fraud and financial exploitation. Factors like mild

Scammed Screening Event

State employees are invited to attend a screening of *Scammed: Investment Fraud Revealed*, a 30-minute documentary from the office of the Secretary of State Connie Lawson.

January 31, 2018 @ noon
History Reference Room of
the Indiana State Library



Artwork by
Jerry Williams

Weight Loss Challenge - Sign up for the challenge today!

Team up to lose weight starting January 15

The New Year is upon us and it's time for New Year's resolutions. Many of us set personal weight loss goals this time of year, but will struggle to stay motivated and reach our goals. To help keep you motivated and on track, Invest In Your Health Indiana is hosting its' FIRST weight loss challenge!

The challenge starts on Monday, January 15 and ends on Sunday, March 18, at 11:59 p.m. To get started, go to your Go365 app, join the **Indiana WL Challenge '18**, then start tracking your weight through the MyFitnessPal app.

Note: You can only sign up for this challenge via the Go365 app.

This is a self-report challenge, meaning that no verified weigh-ins by healthcare professionals are needed, and anyone can participate. The Invest In Your Health team and Benefit Specialists at the Indiana State Personnel Dept. are here to help,

along with the Go365 customer care staff that can be reached at 1-800-708-1105.

Invest In Your Health Indiana and Go365 will be there to encourage you throughout the challenge and provide extra resources or tips to help you become the best you. As part of our renewed commitment we are rehabbing the Wellness Champion Network and if you are



on the Indiana Government Center campus in Downtown Indy feel free to join the revived walking group during lunch! We look forward to seeing your success and wish you and others in your family that may be joining in, the best of luck.

If you need help downloading or getting set up on the app, joining the challenge, logging weight in MyFitnessPal, etc., please refer to this [step-by-step guide](#) which details each step of the process.

Now let's go lose that weight!
- The Invest In Your Health and Go365 teams

**Because process and weight are self-reported Go365 points or bucks cannot be offered for this challenge. If you have recommended activity of weight loss inside Go365 that would not be affected or completed through participation in this challenge. Though the recommended activity can be completed in unison with this challenge, in order to fulfill the recommended activity view the activity page and complete the actions required as listed.*

Walk with us starting Monday

Attention employees in Downtown Indy! You're invited to join the Indiana State Personnel Department (INSPD) Monday, Jan. 8 for our first walk of 2018 and the return of the IGC Walking Group.

We'll meet at noon Monday in the IGC-South Atrium for the first walk. We'll host an organized walk every Monday, Wednesday and Friday each week going forward. Corey Nelson from Go365 and Jeff Mullins with INSPD will be there along with others to organize the 30-minute walk. This will be an indoor walk.

We encourage you to sign up for our Walking Group Email List. We'll send reminders for the first few walking days, plus alerts regarding any changes in the schedule, weather conditions and other important information.

The walking groups are open to anyone on the IGC Campus or nearby. Find out more about the IGC Campus Walking Group and we look forward to seeing you on Jan. 8 for our first adventure. If you're doing a walking group or other fun fitness related activities share your experiences with us on social media. Connect with our [@SOIEmployees Twitter account](#) or follow the [Invest In Your Health Facebook account](#).



Get Ready to Go365 in the new year

You're starting a new Go365™ by Humana program year. Reward yourself by making healthier changes in 2018 and let Go365 help. Get started now!

In order to spend any Bucks earned throughout the year, be sure to reach Bronze Status or higher. Get to Bronze Status quickly by completing one of these activities:

- Complete at least one section of your Health Assessment
- Log a verified workout
- Get a biometric screening

Here are a few things to look for in the new program year:

- 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 percent 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.

Anthem sent new ID cards for 2018

Last month, all State of Indiana health plan participants received new ID cards in the mail for the 2018 plan year. Each family member received their own unique card prior to January 1, 2018. As in the past, the cards are used for medical, prescription, dental and vision.

Some of the key changes to the card include:

- Updated prescription vendor information to CVS Caremark
- Replaced Identification Number to Member ID, highlighted in blue for emphasis
- Cost share information and the primary customer service number are highlighted in blue for greater readability

Beginning Jan. 1, present your new ID card to your provider or pharmacy. If you use your old ID card, your claim may be denied. There is a sample of the new card to the right.



Elements Financial Education Center is a free resource to all employees

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!

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

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

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



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