



The Torch

The official newsletter for Indiana state employees

Indiana: A State That Works campaign launched

The Indiana Economic Development Corporation (IEDC) proudly announces *A State That Works*, a marketing campaign designed to draw attention to the numerous

countless reasons our pro-growth climate works for companies' growth and success."

The complementary digital, mobile widget and print advertisements targeting business leaders feature the slogans: "we're not only a workforce, but a force that works," "we're at the crossroads of what's possible and what's next" and "integrity is our complexion, innovation is our currency."



reasons Indiana is a state that works for business.

"From the passage of the largest tax cut in state history to our talented workforce and central location, the spotlight shines on Indiana as one of the few states that actually works for business," said Victor Smith, Indiana Secretary of Commerce. "Our rise to the top in national rankings is proof that Indiana is more than just a good state for business, but a state that is achieving greatness. As Indiana separates itself from our competition, it's important to communicate to corporate decision makers across the globe the

In addition, astatethatworks.com highlights Indiana as a state of thinkers, innovators and makers, showcasing a stream of stories focusing on Hoosier innovation, development and success stories.

The new advertisements, which began running in early May, have already created the most activity in the history of IEDC marketing campaigns. With more than 11 million advertisement viewers last month alone, the campaign had a .64 percent click through rate. This is significantly higher than the industry average of .01-.08 percent. The

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

Got a story?

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

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New Budget Director announced

On June 24, Governor Mike Pence announced the hire of a new budget director to lead the State Budget Agency.

Effective July 15, **Brian Bailey** will serve as the Budget Director where



he will lead the State Budget Agency. Bailey currently serves as the Chief of Staff and General Counsel at the Office of Management

and Budget (OMB). His long list of responsibilities includes development of tax, regulatory and local government policy for Governor Pence as well as operational oversight of the Indiana Department of Revenue, State Board of Accounts, Indiana Department of Local Government Finance and Indiana Board of Tax Review. In his current role, he advises the Governor regarding proposed legislation with a significant fiscal impact on the state's budget and played an integral role in the preparation of the Governor's proposed FY14-FY15 State Budget.

Prior to joining the Pence Administration, Bailey served as a Commissioner for the Indiana Department of Local Government Finance by former Governor Mitch Daniels and held that office from 2010-2013. Bailey also practiced law at Ice Miller LLP in Indianapolis for almost six years. Bailey earned his undergraduate degree from Wabash College and holds a law degree from Indiana University School of Law in Bloomington.

"The experience, knowledge and integrity possessed by Brian Bailey is impressive and I am positive that his talents will bring new insight in

his new role with the State Budget Agency," said Governor Pence. "Under his guidance, I am confident that the State Budget Agency will continue to wisely manage state resources and grow our state's economy."

Andrew Kossack takes Bailey's current position and serve as General Counsel and Policy Director of OMB, effective July



15. Kossack currently serves as the Education and Workforce Policy Director for Governor Pence. In this role, he serves as the policy liaison to the Governor for the state agencies focused on education and workforce issues.

Previously, Kossack served as the Deputy Chief of Staff for the Indiana Department of Education. Before joining the department, Kossack was appointed Indiana's public access counselor by former Governor Mitch Daniels and held that office from 2009-2011. He began his legal career practicing labor and employment law as an attorney at Barnes & Thornburg LLP in Indianapolis. Kossack received his undergraduate degree from Butler University and his law degree from Indiana University Robert H. McKinney School of Law.

Bailey and Kossack will report to OMB Director Chris Atkins who has been serving as both OMB Director and Budget Director since the Governor appointed him on January 14, 2013. Atkins will continue his role as the OMB Director and will allocate more time assisting the Governor with the management of state agencies.

A State That Works campaign launched

advertisements are targeted to national print and digital publications in high-tax states, including Illinois, New York, New Jersey, Massachusetts and California.



In addition to signage at the Indianapolis International Airport and bus shelters, as well as search-based Google and other national publication advertisements, more than 12 million people have had the opportunity to see the *A State That Works* campaign.

Also, the *A State That Works* mark will be used by multiple state agencies in their marketing and public relations efforts. The mark will not replace agencies' existing logos, but serves as a secondary branding tool to incorporate Governor Mike Pence's vision to make Indiana the state that works for all Hoosiers.

"Indiana has developed a reputation as a state that collaborates to solve problems as a family of agencies," said Smith. "Our ability to seamlessly work together at the speed of business enables us to offer long-term solutions for companies looking to grow here. Because we are all ambassadors for the Hoosier State, it makes sense for agencies across the state to promote the same message that Indiana works for business."

The creative behind the campaign was developed by in-house talent and local vendors. The IEDC encourages viewers to interact on the [campaign's Facebook page](#) by submitting their own stories about why Indiana is a state that works.

SPD launches wellness website

Over the last few months, the State Personnel Department (SPD) has introduced you to Invest in Your Health, including several programs to teach you about the health care system and how to spend your time and dollars more wisely. We hope you've signed up for *Healthy Lifestyles* and *Castlight*. We're excited to announce that we've launched our state employee wellness website that houses information about these programs and more at investinyourhealthindiana.com.

We welcome you to visit the site and anticipate your feedback. Let us know what you'd like to see. There are links to Anthem's website and information about additional features of your health plan. Also, information about fitness center discounts around the state are included. Check out our blog to learn about popular mobile fitness apps and much more. Also, send us your health or fitness story to share on the website.

On the [Invest In Your Health Blog](#):

- Shop, compare medical services with Castlight
- Try six awesome mobile apps
- Get fit with a discounted gym membership

Anytime you see the **Invest In Your Health** logo you should know that it is a program or tool organized and thoroughly vetted by SPD to help you navigate your way through health issues. Governor Pence and his family are supporting this initiative and are participating alongside you. Additional programs and tools are being launched over the next two years.

Asthma has a nutrition connection too

Nutrition is frequently associated with asthma in terms of food-related allergic triggers. However, there is a more insidious link between food and asthma: obesity. Obesity is defined

as a body mass index (BMI) greater than or equal to 30. Obesity has been associated with an increased risk of developing asthma and epidemiological studies point to a dose-dependent relationship between BMI and the incidence of asthma. The more a

person weighs, the greater the risk of developing asthma. Before obesity was recognized as a public health issue, little exploration of the connection between the two conditions occurred. As a result, only scant and inconsistent data linking obesity and asthma exists. In addition, data linking obesity with asthma often relies on self-reported physician diagnosis of asthma.

Research to determine the precise link between obesity and asthma is ongoing. Several mechanisms continue to be examined including mechanical, physiological/biochemical and co-morbidity impacts. From a mechanical perspective, abdominal adipose (fat) tissue puts upward pressure on the diaphragm decreasing the size of the thoracic cavity. With a decreased cavity, lungs cannot fully inflate and deflate causing a short breathing cycle, potentially leading to shortness of breath. In addition, it has been proposed that the smaller airways often become compressed and possibly changes in the smooth muscle tissue occur.

Biochemically, chronic low-grade systemic inflammation, associated with obesity, may also play a role in airway sensitivity. Hormones, or adipokines, secreted by adipose

tissue may contribute to physiological changes in the airway. Finally, co-morbidities associated with obesity, such as gastro-esophageal reflux disease (GERD) and obstructive sleep apnea (OSA) may impact obesity-related asthma.



Most troubling in the obesity-asthma connection is the data indicating that obesity-related asthma appears difficult to treat. Obesity-related asthma has been linked to an increase in severity of incidents as evidenced by longer emergency room visits and the need for increased doses of traditional medications. In addition, difficulty in asthma control via usual therapies has been reported. A treatment program that combines pharmacotherapy and non-pharmacotherapy has been recommended. Non-pharmacotherapy includes dietary weight loss (surgical and non-surgical) and physical activity programs. Several reports indicate that asthma symptoms improve with a decrease in BMI. For more information about obesity and determining BMI see the [Centers for Disease Control website](#).

Thanks to the Indiana Dietetic Association for this submission.



Six steps to better control, maintain your Asthma

Taking a few puffs on your inhaler now and then isn't all there is to managing asthma. The National Asthma Control Initiative (NACI) has identified six key steps to good asthma control. By following these steps, you can feel better and breathe easier:

1. Know your starting place

Once your asthma is diagnosed, your doctor will grade how severe it is. This grading process helps your doctor choose the medicines that are right for you. There are four levels of asthma severity: intermittent, mild, moderate, and severe.

2. Use medicine as prescribed

Almost everyone with asthma needs an inhaler with a quick relief medicine. In addition, many with asthma need a long acting control medicine, which is taken every day to keep symptoms from starting. Ask your doctor how to use your medicines correctly.

3. Identify and avoid triggers

Many things can set off asthma. Some are allergens - substances that can cause an allergic reaction in sensitive individuals. These include dust mites, pollen, mold, cockroaches and fur. Some are irritants -inhaled substances that the airways react to by narrowing. These include cigarette smoke, perfume, cleaning products, and gasoline fumes. Other common triggers include exercise, cold weather, and infections, such as the flu. Tell your doctor about anything that makes your asthma worse. Once you know your triggers, you can learn to avoid or manage them.

4. Monitor symptoms and peak flow

It's important to keep close tabs on how well your asthma is controlled.

One way to do this is by recording your daily symptoms and medicine use in an asthma journal. Also, your doctor might ask you to use a peak-flow meter, a handheld device that shows how well your lungs are working. Check your peak flow as often as recommended to catch any decline in asthma control early, before other symptoms appear. Keep track of your peak-flow readings by writing them in your asthma journal. Review your journal with your doctor, especially when your asthma is being triggered often.

5. Follow an Action Plan

To manage your asthma well, you need to know how to take your medicines, avoid your triggers, and monitor your asthma control. You also need to know exactly what to do if your asthma starts getting worse, and those close to you need details about when and how to respond in an emergency. A written Asthma Action Plan spells out this vital information. If you don't already have an action plan, ask your doctor for one. Once you have the action plan, tell those close to you about it, where it is kept, and where medicines you might need are stored.

6. Get regular asthma checkups

Don't wait until you are too sick to see your doctor. Asthma can change over time. At regular checkups, your doctor can check your asthma and, if needed, change your treatment. When your asthma is well-controlled, you should have symptoms no more than two days a week and rarely or never be awakened by asthma. You should also be able to do all your usual activities. If your asthma isn't well-controlled, your doctor may change your Asthma Action Plan.

This multistep approach really works, as a study in the Journal of Allergy and Clinical Immunology showed. The study included adults with moderate to severe asthma who were seeing a doctor regularly. All monitored their symptoms and peak flow. Half also got extra training in how to use their medicine, avoid their triggers, and follow an Asthma Action Plan. Those in the extra training group kept asthma under better control.

Learn more about the NACI [at naci.nhlbi.nih.gov](http://naci.nhlbi.nih.gov).

5 reasons to eat breakfast

1. Countless studies have shown that adults who race out the door without a morsel in their mouths don't perform as well at work as when they're fueled.
2. Without food, your blood sugars levels could resemble a roller coaster, leading to fatigue and irritability.
3. Skipping breakfast often leads to a high-calorie, mid-morning snack or sends an invitation to indulge in a heavier lunch.
4. Breakfast can help keep disease at bay. A recent study suggests that starting your day with a solid breakfast helps keep diabetes in check, and certain choices, like a bowl of oatmeal, could curtail cholesterol levels.
5. Good habits are contagious for the choices you'll make the remainder of the day.

Don't give yourself the option of making excuses that lead to skipping the meal that could dictate your day. Squash cravings and satisfy hunger by combining foods rich in protein, with whole-grain carbs and healthy fat.

What if shopping for health care was more like jean shopping?

Would you pay \$140 for the same pair of jeans that you could buy elsewhere for \$20? Probably not, but that's exactly what many people do when they receive a medical test or go see a doctor. For example, prices for identical cholesterol tests can run between \$10 and \$270, and an MRI of the back can range from \$300 to \$3000. An uncomplicated hip replacement surgery can cost anywhere from \$25,000 to more than \$100,000. But unlike shopping for jeans, you often don't know beforehand what it will cost you when you get a medical service.

Weighing cost, quality, and convenience

You might be willing to pay a lot more for a pair of jeans if they fit you much better than a cheaper pair. Similarly, you might want to pay more to visit a radiology facility that's closer to your home or see a highly regarded specialist. On the other hand, you might choose a cheaper lab facility for a cholesterol test because you know that there won't be much of a difference in quality for such a routine procedure. Your care is your decision, and you should make the choices that are right for you. However, to do this you need to know all of your options and what tradeoffs you might have to make in price or quality.

Using Castlight to see costs before you go

Purchasing health care can be very different than purchasing other goods and services since you usually don't know the price until after the service has been performed. Imagine going to a clothing store where you won't know how much your jeans cost until

after you bought them—and there is no return policy!

Fortunately, Castlight has developed an easy-to-use online tool that provides personalized cost estimates when you search for doctors, facilities, and medical services. Calculating personalized costs for medical services can be complicated – we have to know the rates that doctors and facilities have negotiated with your health plan as well as where you are in health plan. (For example, your health plan will pay a larger portion of the total cost if you have already met your deductible for the year.)



Castlight brings together several different sources of data to give you an idea of how much you'll pay before you go to the doctor. Use Castlight to learn about the costs of all of your options so you can get the most value out of your health care dollar.

Start shopping and [register for Castlight today!](#)

Run/Walks get crazy fun in the summer

From foam to lots of color, races are finding creative ways to make running more unique. This summer, check out a few of these unusual fun runs:

The Color Run - Indianapolis July 20

The event takes place at White River State Park, in Indianapolis. The Color Run™ event is a one of a kind experience that is less about speed and more about enjoying a color crazy day with your friends and family. You can sign up either a single runner or a group of four or more. Visit the [race website](#) to register or for more information. Ft. Wayne also has a [Color Run](#) scheduled for July 27.

Run Foam Run Indianapolis – July 27

In Southeastway Park out of New Palestine, come get hit with foam and fun! The course not only is loaded with foam but also various obstacles along the course to challenge you both mentally and physically but also cleaning you off at the end. So sign up today and have some fun with your friends and family and get clean. Visit <http://runfoamrun.com> for more information.

Glow in the Park Midnight 5k – Aug. 3

At Mill Race Park in Columbus, IN bring your glow-in-the-dark gear and run a 5k. Race takes place on a paved People Trail course and short portions of the course may be dark. Organized by the [Foundation For Youth](#) this event is fun for all ages. To [register, click here.](#)

Consider a trip to an Indiana destination this summer

The end of the school year begins the kickoff to the summer travel season and gives us an excellent opportunity to celebrate all that Indiana offers. We have a wonderfully diverse state from our dunes in the north to our lovely river communities along the Ohio.

In future editions of *The Torch*, the Indiana Office of Tourism Development (IOTD) will contribute articles that highlight Indiana’s many attractions and hopefully spur trip ideas for you and your family. For this introductory article, we wanted to take this opportunity to share the mission of IOTD and the impact travel, hospitality and tourism have on the Indiana economy.



IOTD works with community partners

across our state to boost Indiana’s economy through travel-related initiatives. Our agency is dedicated to enhancing the economic vitality of Indiana by providing leadership and resource support to the Indiana

travel industry. As the third largest contributor to Indiana’s economy, travel, tourism and hospitality businesses support nearly 200,000 Hoosier jobs, drive \$10 billion in consumer spending and serve 63 million travelers on an annual basis. The chief beneficiaries of this economic impact are the family-owned and small businesses that are the backbone of Indiana.



Order your free [Indiana Traveler's Guide](#) online today.

Indiana’s tourism economy is driven by its agriculture, culinary, outdoor recreation, sports, heritage and cultural capacity. They’re the signature experiences of our state that Hoosiers identify with and visitors to Indiana

seek. Our upcoming bicentennial gives Hoosiers the chance to celebrate our history and culture in an unprecedented way. This 2016 celebration connects our people, communities and regions like never before. The tourism momentum created by the bicentennial will carry on in future years as Hoosiers become reacquainted with the richness of our heritage and leisure opportunities.

In recent years, there have been great improvements to Indiana’s roadway system. Indiana has added miles and miles of new and resurfaced roads, making it easier and safer for travelers to visit all corners of our state. I-69 and US 31 are burgeoning tourism corridors and just two of the dozens of transportation projects that will have a positive impact on the tourism industry.

As we enter the summer travel season, IOTD encourages you to get in your cars, drive our roadways and explore all that Indiana has to offer. You won’t be disappointed by what you discover.



On June 5, Governor Mike Pence presented Distinguished Hoosier Awards to State Trooper Dan Avitia and Dispatchers Cara Reeder and Adrian Bustos. Each are awarded for their collaborative efforts to the save the life of a young girl in Gary Indiana.



Artwork by Jerry Williams

First case of west nile virus activity found in the state

State health officials have confirmed the first signs of the West Nile virus activity in Indiana. Mosquitoes in Adams County tested positive for West Nile virus. The detection of West Nile virus is earlier than normal for the state, which typically holds off until mid-summer. West Nile virus is commonly found throughout the state in the summer and there will likely be an increase in activity in additional counties as the season progresses. Last year, West Nile virus was found in mosquitoes in every county except Crawford County. It is impossible to predict the severity of this year's West Nile virus season as future temperatures and rainfall determine that.

"With this earlier than usual discovery of West Nile virus activity, Hoosiers are now at a greater risk of West Nile virus," said Jennifer House, Director of Zoonotic and Environmental Epidemiology at the Indiana State Department of Health (ISDH). "But there are many ways people can help protect themselves and their families."

Dr. House recommends people take the following protective steps:

- If possible, avoid being outdoors during prime mosquito biting times from dusk to dawn;
- Apply insect repellent containing DEET, picaradin or oil of lemon eucalyptus to clothes and exposed skin;
- Install or repair screens on windows and doors to keep mosquitoes out of the home; and
- When possible, wear long-sleeved shirts and pants while outside.

West Nile virus usually causes a mild form of the illness, which can include fever, headache, body aches, swollen lymph glands or a rash. However, a small number of individuals can develop a more severe form of

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the disease with encephalitis or meningitis and other neurological syndromes, including flaccid muscle paralysis. Some individuals may die from the infection. Health officials say that although individuals over age 50 are at greatest risk for serious illness and even death from West Nile virus, people of all ages have been infected with the virus and have had the severe disease. More than 30 Hoosiers have died from the illness, including eight in 2012. Indiana had its first human case of West Nile virus in 2002.

West Nile virus is transmitted to humans by mosquitoes that have first bitten an infected bird. A person bitten by an infected mosquito may



A person bitten by an infected mosquito may show symptoms three to 15 days after the bite.

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"Mosquitoes begin activity around the spring," said Dr. House. "Besides West Nile virus, mosquitoes can spread several different diseases including St. Louis Encephalitis and La Crosse Encephalitis. Usually, mosquito transmitted diseases occur during the summer months and don't show signs of waning until the first hard frost of the season."

State health officials also recommend Hoosiers take the following steps to rid their properties of potential

mosquito breeding grounds:

- Discard old tires, tin cans, plastic containers, ceramic pots or other containers that can hold water;
- Repair failed septic systems;
- Drill holes in the bottom of recycling containers left outdoors;
- Keep grass cut short and shrubbery trimmed;
- Clean clogged roof gutters, particularly if leaves tend to plug up the drains;
- Frequently replace the water in pet bowls;
- Flush ornamental fountains and birdbaths periodically;
- Aerate ornamental pools, or stock them with predatory fish.

For more information, visit www.StateHealth.in.gov.

Special Conrad hotel rate

From now to Sept. 6, government and teachers can stay at the Indianapolis Conrad for \$119



per night. This offer includes complimentary high speed internet access and is based on availability. Official government ID or proof of educational employment is required at check in.

This discount cannot be combined with any other offer. Black out dates do apply. To make your reservation:

A) Call (1) 317-713-5000 and mention promo code: **G3**

B) Book online at ConradIndianapolis.com and check the Military/Government rate

Please visit the [SPD discount page](#) to view these and other discounts offered to state employees.

More employee benefits at your fingertips

State employees have access to various health and life tools that go beyond just their insurance. A current tool that is underutilized is Anthem's Employee Assistance Program (EAP). All employees can access this benefit.



Anthem's EAP offers 24 hour, 7 day a week phone and online access to an abundance of health, financial and lifestyle services from experts and professionals within their respective fields. A variety of other resources are available to state employees on [Anthem's EAP website](#). These include online seminars, audio sessions, informative articles and personal assessments available to use in the privacy of your own home. Aiming to help you balance your work and home life, these private and confidential services are free and discuss topics concerning mental, physical and family health.

Informational categories on Anthem's EAP website include Parenting, Aging, Balancing, Thriving, Working, Living and International:

Parenting services include resources on developmental stages, children's well-being and child care. They offer a childcare provider locator, immunization articles, and information on preparing your child for college.

Aging services include planning financially for your future and caregiver resources with an upcoming online seminar titled "Suddenly You Are a Caregiver."

Balancing resources provide employees with information on effective communication in and out of the workplace, anger management assessments, as well as relationship information and wedding articles.

Thriving information includes healthy living and eating online seminars and assessments. There are also resources for children's, adolescent's, women's, men's and senior health.

Working resources include career development information and online seminars about time management and social networking. There are also online skill building courses with topics that include achieving personal goals and budgeting your finances.

Living resources include house buying and selling information, home improvement, pet care and boarding information, as well as resources for traveling and volunteering.

International services have resources about immigration and living or working abroad.

Anthem's EAP online resources can be found on www.AnthemEAP.com. Once on the homepage, click the Members Login button on the left-hand side of the page. The next page asks you to enter your company name which is *State of Indiana*. Once you've hit the *Log In* button, all of these services are open to you. Don't forget the free 24/7 phone access at (800) 223-7723 for immediate support. All of these resources are confidential and available to your dependents and members of your household. State employee benefits are more than just insurance coverage. Taking advantage of these additional resources can help you save time, money and stress.

Temporary Voluntary Unpaid Leave is suspended

The temporary policy has achieved its purpose and expired as scheduled on June 30. Under the policy, employees could voluntarily request and schedule unpaid leave throughout the fiscal year for achieving some savings in State expenditures during difficult fiscal times. The State's fiscal situation has improved, so this temporary measure has been deemed no longer necessary. Although leave under the broad scope of the Temporary Voluntary Unpaid Leave policy is no longer available, appointing authorities continue to have discretion to specifically grant authorized unpaid leave in those limited circumstances when it is in the best interests of state service.

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.

Have a question about Family Medical Leave?

Get your answers by dialing SPD's FML central number: 317-234-7955 or toll-free at 1-855-SPD-INHR (1-855-773-4647)

Healthy Lifestyles



Visit investinyourhealthindiana.com today!

See a healthier self every day.

Sign up today at
[MyHealthyLifestyles.com!](http://MyHealthyLifestyles.com)

It's the daily changes that make a difference.

Even the small ones. Every positive change you make is another step toward a healthier, happier and more energetic you. And with Healthy Lifestyles, you have a partner to help keep you focused, motivated and excited about improving your well-being.

Unlock a healthier future.

If you've already signed up for Healthy Lifestyles, be sure to keep coming back and use all the tools available. If you haven't yet, log on today to sign up and take your Well-Being Assessment (WBA). Once you do, you'll be able to:

- Access thousands of recipes.
- Download the wellbeingGO app to track your progress anywhere (available for iPhone, iPod Touch and Android).
- Set up trackers to keep tabs on your exercise, weight, nutrition, steps and more.
- Join online groups to connect with other members who share your goals and interests.
- Share your activity on Facebook and other social networks.

Start today. Enjoy tomorrow.

Visit MyHealthyLifestyles.com to sign up today.

Earn points for your activity on the website and redeem for rewards!

Examples of rewards include an iPod Shuffle, food processor, hand blender and many more.

Sign up and take your online WBA today at MyHealthyLifestyles.com (and earn 2,500 points).

