

July 2016



# The Torch

The official newsletter for Indiana state employees



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*The Torch* is published monthly by the State Personnel Department and is available online at [www.in.gov/spd](http://www.in.gov/spd)

### Got a story?

Submit your story ideas to: [spdcommunications@spd.in.gov](mailto:spdcommunications@spd.in.gov)

Hoosiers gathered at the Statehouse June 29 for the unveiling of the torchbearers.

## Torchbearers named for September relay

Lt. Governor Eric Holcomb, Indiana Office of Tourism Development (IOTD) Executive Director Mark Newman, Indiana Farmers Mutual Insurance President and CEO Kim Smith and Bicentennial Torch Relay State Director Noelle Szydlyk unveiled the names of more than 2,000 Indiana Bicentennial Torch Relay torchbearers, and the official torchbearer uniforms June 29.

as torchbearers embody the Indiana traditions of service, civic pride, community involvement and volunteerism," said Lt. Governor Holcomb. "As we reflect on Indiana's first two hundred years, it is only fitting that we celebrate Hoosiers who serve as inspirations in their communities."

Torchbearer names and the counties they represent can be found [here](#).

"The 2,000 plus Hoosiers selected

Continued on page 3

## Last chance for Vitality Checks

Time is running short! Vitality Check forms must be self-submitted to Humana Vitality by July 31 to guarantee Vitality Points earned count toward qualification for the 2017 Wellness Consumer Driven Health Plan (CDHP). Remember, you can earn points by scheduling a Vitality Check for yourself, a spouse and dependents age 18 and older.

Visit [investinyourhealthindiana.com/upgrade/vitality-checks](http://investinyourhealthindiana.com/upgrade/vitality-checks) for scheduling options.

## Board of Animal Health offers unique experience for interns

Most students pursuing a degree in veterinary medicine seek out internships and job experiences in animal clinics—places where pets or livestock are examined or treated and cared for. The veterinary students who are interns for the Indiana State Board of Animal Health (BOAH) have a very different experience that is unique to the veterinary industry.

During this program, students work alongside BOAH's veterinarians and animal health specialists gaining valuable experiences in regulatory veterinary medicine. Far from a typical clinical setting, BOAH veterinarians see animals or work on cases that have a serious disease or welfare issue.

"Regulatory veterinary medicine is different from working in a veterinary clinic where veterinarians care for ill animals and administer vaccines," said State Veterinarian Dr. Bret D. Marsh. "It is about policies and practices that protect public and animal health, the economy, the safe food supply, as well as animal welfare and disaster preparedness."

The internship program connects BOAH with future veterinary professionals and has become an important recruiting tool. Over the years BOAH has hired seven former interns into the agency.

A BOAH internship is unique in that students are exposed to a wide variety of animal industries, from pets to commercial livestock production, across the state as well as public health. During the internship each student is assigned a special project. They also gain opportunities few practicing veterinarians have, like helping with necropsies on cattle exposed to bovine



*BOAH summer interns include Acacia Herr, Cody Schnur and Andrea Bruggeman.*

tuberculosis (a rare, infectious disease of mammals). While that doesn't sound like a dream job for most of us, remember: These are veterinary students with a passion and curiosity about animal health.

### **BOAH Summer Interns**

This summer, three students from Purdue University's College of Veterinary Medicine are participating in BOAH's internship program; they are: Acacia Herr, Cody Schnur and Andrea Bruggeman.

Acacia Herr is a third-year veterinary student from Warren, Indiana. Herr grew up on a commercial poultry operation where her family also raises sheep and other exhibition livestock. "The BOAH internship has given me a diverse experience where I have been exposed to regulatory medicine, public health and livestock industries throughout the state," said Herr. "My internship experiences have given me insight into why and how regulations are put into place."

Cody Schnur is a second-year veterinary student from Chrisney, Indiana. Schnur grew up on a farm with meat goats, sheep, beef cattle, poultry and horses. She has worked for a mixed-practice veterinarian for 6 years, gaining a wide variety of experiences in private practice. "This summer I have been exposed to more opportunities in veterinary medicine," said Schnur.

Andrea Bruggeman is a first-year veterinary student from Portland, Indiana. Bruggeman grew up on a commercial turkey operation where her family also grows crops and raised other livestock. "I applied for the internship with BOAH because I knew I would be able to get a variety of experiences in a short amount of time while building connections and learning more about the role of regulatory medicine," said Bruggeman.

*In 2016, the state has 142 interns across 25 state agencies as part of the Governor's Public Service Summer Internship Program.*



## Torchbearers named for September relay (Continued from page 1)

Torchbearers were nominated by the public and selected by local committees on a county-by-county basis. Those selected are Hoosiers who demonstrate exceptional public service, excellence in their profession, acts of heroism or volunteer service to their neighborhood, community, region or state.

Developed by IOTD, the Relay is patterned after the Olympic Torch Relay and is designed to connect Hoosiers everywhere during the bicentennial year.

The unifying nature of the torch relay underscores the achievement, influence and aspirations of Indiana

and its people while symbolically passing the torch to future generations of Hoosiers. The route showcases locations of natural beauty, local interest and historic significance.



Indiana Bicentennial  
**TORCH RELAY**

The Indiana Bicentennial Torch Relay starts Friday, September 9 in Corydon, Indiana's first state capital, and culminates with a celebration on Saturday, October 15 on the grounds of the Indiana Statehouse. The torch relay touches each of Indiana's 92 counties during the 3,200-mile journey across the state.

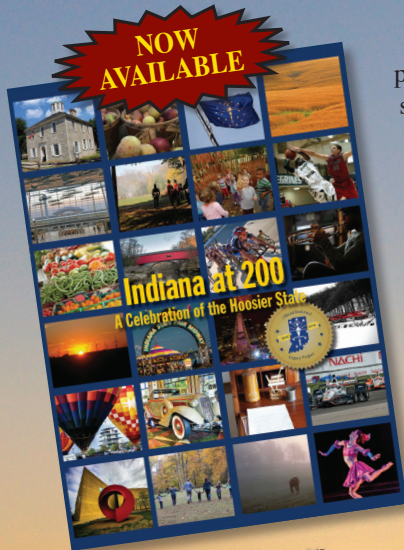
"Enthusiasm is building as the start of the torch relay approaches," remarked IOTD's Mark Newman. "Communities large

and small are pulling out all the stops to honor their torchbearers and celebrate Indiana's 200th birthday. Collectively, the over 2,000 torchbearers have had far reaching impact and all of Indiana should be proud."

"We are excited and proud to be an official partner of the Bicentennial Torch Relay. It's not often that you have the opportunity to participate in a historic event that will touch every county across the state, and we are honored to join with our fellow Hoosiers in celebrating 200 years of statehood," said Kim Smith, President and CEO of Indiana Farmers Mutual Insurance Company.

To follow the Indiana Bicentennial Torch Relay on social media, visit [INTorchRelay](#) on [Facebook](#), [Twitter](#) and [Instagram](#).

## Order Your Official Bicentennial Book and Medal Today!



*Indiana at 200: A Celebration of the Hoosier State* is a patchwork quilt of images, prose and poetry commemorating our bicentennial. Incorporating a wide variety of Hoosier voices—this book reflects the thoughts of business and community leaders, artists, athletes, writers, farmers, religious leaders, children and poets. These voices, along with many of the more than 6,000 photos submitted by Hoosiers throughout the state, present a picture of who we are, as well as our dreams and aspirations. Hardbound, 248 pages, indexed, **\$39.95**.

The specially commissioned Indiana bicentennial medal, sponsored by the Indiana Bankers Association, also honors the 200th anniversary of Indiana statehood. Designed by an Indiana artist, the obverse side features iconic Hoosier imagery, and the reverse is inscribed with the Indiana state seal. Available in diameters of 1 3/4" or 3", both keep-sake sizes are antique bronze. Prices include tax and standard shipping to the continental US states. A sterling silver bicentennial medal will be coming soon.

Set of Medals including box - \$49.95  
Bronze 3" includes box - \$39.95  
Bronze 1 3/4" - \$19.95



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## Let's take one billion steps together!

Happy Health and Wellness Month! We hit our goal of getting 5,000 members signed up for the Bicentennial Billion steps challenge. In fact, we have 5,197 of you participating. So we've hit the first goal! Now the challenge to collectively log one billion steps by July 31. Follow our progress on the [Invest In Your Health Blog](#).

If you are not tracking yet, be sure to sync your fitness device to HumanaVitality. A variety of different fitness devices (pedometers, fitness trackers, smartphone apps and heart rate monitors) can help you track your progress and see results in real time.

Check [HumanaVitality's list of compatible devices](#) to discover which is best for you. Also, [watch a short video](#) to learn how activity is tracked and how devices upload information.

## Final Run The State 5k is July 9

Charlestown State Park is the site for the fifth and final Run The State 5K event this year. Registration is full, so we hope to see everyone there!

We've been around the state at Dunes State Park, Patoka Lake, Fort Harrison State Park and Chain O'Lakes State Park so far. It's been great to see so many of you investing in your health and we've been meeting some inspiring people.

## Wanna get away? Submit your essay and win a wellness holiday from Humana

HumanaVitality is offering a Total Wellness Getaway Contest for HumanaVitality members throughout July. The contest requires a 250 word (maximum) essay to be submitted on their website. This year's contest theme is "How do you strive for 365 days of wellness?"

Ten winners will be chosen to receive a grand prize that includes a five night, six day stay at Canyon Ranch in Lenox, MA or Tucson, AZ for the winner and one guest. Some perks of winning the prize include ground transportation, all meals, resort taxes, complimentary fitness classes, a \$5,000 check, and \$1,000 credit for the winner and guest for spa, sport and wellness services. The grand prize has a retail value of more than \$17,000.

To be entered into the contest, submit your essay by July 31 on [HumanaVitality.com](#). Click on the "[Enter the Total Wellness Getaway Contest](#)" link to submit. After you submit your essay, you should receive an online notification of confirmation of your submission. If your essay has been chosen as a finalist, you will be notified before voting begins on August 22, 2016.

HumanaVitality members are eligible to vote for the semifinalist by going to the HumanaVitality dashboard and clicking "Enter the Total Wellness Getaway Contest." Just by voting, you are entered to win daily drawings valued between \$99- \$149.99.

We can't wait to see how Indiana's success stories are represented in the contest. Please feel free to share your stories with us too by emailing [spdccommunications@spd.in.gov](mailto:spdccommunications@spd.in.gov). This contest is a great chance to show off your success and help inspire others in the state to invest in their health.

## Josh is on his way To Silver and Beyond

New episodes are out! Have you kept up with Josh as he tackles his goal to hit Silver Status in time to qualify to upgrade to the Wellness CDHP in 2017? If not, you should know a lot has happened since our last issue of *The Torch*.

After his debut in [Episode 1](#), Josh used [Episode 2](#) to show us how to easily earn some often forgotten Vitality Points. [Episode 3](#) got a bit personal when we joined Josh during his Vitality Check. Then, in [Episode 4](#) we took an in-depth look at his results with Registered Dietitian and Health Coach Jenna McClean. She had great advice for Josh as he works to control his triglycerides.



Keep up with Josh on Invest in Your Health's [Facebook](#), [Instagram](#) and [Twitter](#).



## Prevent Metabolic Syndrome with a healthy lifestyle

Have you heard the term ‘metabolic syndrome’? Metabolic syndrome is a silent medical issue that more than one in three (34 percent) U.S. adults battle. It is a cluster of five closely related cardiovascular risk factors which can be treated or prevented, but it can be life-threatening if you are unaware.

If you have three or more of these risk factors, you fall into the category of metabolic syndrome:

- Obesity with high waist circumference: men  $\geq$  40 inches, women  $\geq$  35 inches
- High triglyceride level:  $\geq$  150mg/dL
- Low HDL (good cholesterol):  $\leq$  40 mg/dL in men or  $\leq$  50 mg/dL in women
- High blood pressure: 130/85mm Hg
- A tested fasting glucose  $\geq$ 100 mg/dL

When an individual presents with these risk factors, the chances for future cardiovascular problems are greater than any one factor presenting alone. Individuals with metabolic syndrome have a higher risk of heart attack or stroke when compared with individuals without it.

### I don't want metabolic syndrome! How do I prevent it?

Maintaining a healthy weight for your height, getting regular physical activity, and eating a healthy diet can prevent and minimize risks of metabolic syndrome. Here are some ideas:

**Be more active.** Daily exercise not only helps prevent metabolic syndrome, it can reverse it should it develop. [Check here](#) for exercises you can do secretly in your office.

**Make small dietary improvements.** Try the following for a healthier diet:

- On days when you buy a sandwich, go to a place that makes it to order. Order wheat bread and lean meat options, like turkey, and load it with veggies, like tomatoes and spinach. Omit or add only a smidge of light dressing, or even request olive oil. Choose avocado slices or guacamole in place of mayo to get healthy fats.
- Make the goal to pack a light lunch 2-3 times per week. Think simple: veggies with hummus, Greek yogurt, peanut or almond butter & jelly on whole grain toast or chips and guacamole or homemade salsa,
- Choose to drink tea with honey and lemon or cucumber-infused water. If you have high fasting blood sugar or a family history of diabetes, work to keep sugar-sweetened beverages to a minimum. Strive to enjoy these drinks on special occasions or weekends. Or when you eat out, get ice water with lemon instead of a carbonated beverage. The savings will add up.

**Try nutritious options from the vending machine.** A granola bar would be a healthier choice than a candy bar. If you can buy almonds in bulk, keep baggies of them at your desk to be prepared when hunger strikes. Add raisins for iron and fiber.

When your schedule gets busy, planning ahead with small snacks for the day keeps your metabolism going by not skipping meals. Try enjoying a bag of light popcorn, since it is a

whole grain option. Pop some in an air popper and top with parmesan, cinnamon, or honey for a tasty, inexpensive treat.

A registered dietitian can provide assistance and direction with meal planning, review your typical intake and help you set small nutrition goals. Go to [eatrightin.org](http://eatrightin.org) for info from the Indiana Academy of Nutrition & Dietetics, or local professional organization of RDs in Indiana.

#### Reference:

American Heart Association, “Metabolic syndrome” [https://www.heart.org/HEARTORG/Conditions/More/MetabolicSyndrome/Metabolic-Syndrome\\_UCM\\_002080\\_SubHomePage.jsp](https://www.heart.org/HEARTORG/Conditions/More/MetabolicSyndrome/Metabolic-Syndrome_UCM_002080_SubHomePage.jsp)

*Thank you to the Indiana Academy of Nutrition and Dietetics for this submission.*



Artwork by  
Jerry Williams

## Wabash Valley Correctional Facility employees get muddy!



*Pictured from bottom left are Patrick Arnold and BJ Howard. From top left are Richard Brown and Elise McDaniel.*

Employees at the Wabash Valley Correctional Facility (WVCF) got a bit muddy in May during their second annual Mud Run 2016. A huge (and very muddy) success, this new tradition is quickly becoming a staple event of their Employee Appreciation Week festivities.

WVCF Superintendent Richard Brown's team dashed through the two-mile obstacle course on the WVCF Emergency Squad training grounds in a winning time of 19:05. Their feat was not without challenging competition however, as a total of 59 staffers, some sporting costumes, also tackled the course.

"The Mud Run is designed to be entertaining, build team spirit and to get very dirty," Superintendent Brown said.

The facility head is an avid runner and wanted to develop an activity offering a good workout with a little friendly competition.

The 2016 Mud Run, in its second year, was stretched to a distance of two miles. This threshold ensured all staff participating in the HumanaVitality wellness program could claim 250 Vitality Points. Staff said the extra points help put them on the winning path to Silver Status and reduce health insurance costs.

## WGU Indiana celebrates sixth anniversary with six \$6,000 scholarships

June 10, 2016 marks WGU Indiana's sixth anniversary, having notably expanded access to higher education for thousands throughout this time. The university is celebrating by offering six of its largest single scholarships since the university was founded in 2010. Valued at \$6,000—the cost of tuition for a full year—the scholarships are available to statewide applicants through September 30.

WGU Indiana was established in 2010 when former Governor Mitch Daniels signed a partnership with Western Governors University. Indiana Lieutenant Governor Eric Holcomb helped arrange the agreement as a member of the Daniels administration.

"Six years ago, the State recognized that WGU could offer a solution for the thousands of Hoosiers who wanted to finish a college degree while maintaining

their participation in the workforce," said Holcomb. "After several years of growth and success, it seems we were right. I commend all WGU Indiana students and graduates who have contributed to the State of Indiana and applaud the work of the university in broadening access to higher education in our state. I know that even greater accomplishments are on the horizon."

More than 3,500 Hoosiers have graduated from WGU Indiana over the past six years and greater than 4,400 students are currently enrolled in the university's bachelor's and master's degree programs.

"Making college affordable and convenient for working Hoosiers is our mission," said WGU Indiana Chancellor Allison Barber. "For

those hundreds of thousands of Indiana residents who have completed some college but who have not finished their degree, WGU Indiana presents a unique opportunity. It is never too late to go back."

Over the last six years, WGU Indiana kept its focus on competency-based education, allowing students to accelerate through areas of prior work or academic experience. Degree programs are designed to allow for maximum flexibility as most WGU students are employed full-time while enrolled.

For full details about WGU Indiana's Sixth Anniversary Scholarship and other tuition assistance, visit [indiana.wgu.edu/](http://indiana.wgu.edu/)



**WGU INDIANA.**

## “Drive Now TXT L8R” contest winners announced

The Indiana State Police, Indiana Bureau of Motor Vehicles, Indiana Criminal Justice Institute, Indiana Department of Labor and Indiana Department of Transportation today honored 11 Indiana high school and college students who earned up to \$5,000 in scholarships by urging their social media followers to “Drive Now. TXT L8R.”

“A texting driver is just as dangerous as an alcohol or drug impaired driver, and both of them become involved in crashes that often result in injury or the senseless loss of life” said Indiana State Police Superintendent Doug Carter. “So, today, I’m excited to see the creative results of Hoosier high school and college students who are educating their peers – as well as more seasoned drivers – about the hazards of texting and driving.”



During Distracted Driving Awareness Month in April, posts tagged with #TXTL8RIN reached Twitter and Instagram users more than 600,000 times, which included 69 photo and video entries. State agency staff tracked the posts and judged the entries that were the most creative.

Each of the students listed below will have scholarship funds deposited into their CollegeChoice 529 savings plans.

### High School Division

#### **Most Creative Photo:**

- Audrey Boudreau Benton Central Jr/Sr High School

#### **Most Creative Video:**

- Emily Ann Poe, Kankakee Valley High School
- Melanie Harrold, Kayleena Venditto, Cris Robinson and Grant Stetler, Columbia City High School

### College Division

#### **Most creative Photo:**

- Alexander Eib, Purdue University

#### **Most Creative Video:**

- Jordan Hersey, Katie Oswald, Aaron Giltner and Matt Neff, Huntington University

## New payout process for Retiree Leave Conversion Program

The Retiree Leave Conversion Program (RLCP) is established in 31 IAC 5-10 and allows an eligible retiree to convert unused vacation, sick and personal time up to \$5,000 at retirement. Previously, the Benefits Division administered the Retiree Leave Conversion Program (RLCP) and determined eligibility for retirees. Under this process, retirees received their payout up to 60 days after retirement.

Effective June 1, 2016, all agency payroll departments began administering the RLCP in an effort to increase efficiency and eliminate payment delays to the retiree. The goal of the new process is

for the retiree to receive this payout on their last paycheck.

**Definition and applicability:** To qualify for this program, the individual must meet the criteria established for “eligible retiree:”

- has at least 10 years of creditable service with state agencies;
- has accrued but unused and uncompensated vacation, sick or personal leave after the employee’s final paycheck has been calculated.

**Retire** means terminate state employment at a time when the eligible retiree is \*entitled to begin receiving

pension benefits from a public pension plan as a consequence of the retiree’s state service.

\*Please refer to the current handbook on retirement benefits published by the Public Employees’ Retirement Fund (<http://in.gov/inprs/perfmbhrhandbookretiringfromperf.htm>) or the Teachers’ Retirement Fund (<http://in.gov/inprs/trfmbhrhandbookpensionbenefit.htm>).

Any employee planning on retiring should communicate with their agency HR and payroll prior to retiring to start the process.



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## GWL- Ohio

Valid through December 30, 2016.

Includes water park admission the day you arrive through the day you depart.

Must present valid work ID or documentation at check-in.



Offer valid only at the property and dates listed above. Valid on a per night basis and must be mentioned at time of reservation based on 2016 best available rates. Limited number of rooms available for each date. May not be valid during holiday and blackout periods or combined with any other discount or promotional offers. Multiple night minimum stay may apply. Offer based on 4 guests per room and must have one individual 21 years of age or older staying in each room. Offer may be terminated at any time without notice. Offer is not transferable and is not redeemable for cash. Must present valid work ID or documentation at check-in. Limit of 2 rooms per valid ID. Additional charges may apply for themed and premium suites, weekends, and/or holidays.