



The Torch

The official newsletter for Indiana state employees



Thank you to all state employees for your proud, dedicated public service

Celebrated the first week of May since 1985, Public Service Recognition Week (PSRW) is time set aside to honor the men and women who serve our nation as federal, state, county and local government employees and ensure that our government is the best in the world.

The State Personnel Department thanks all state employees for their service, commitment and dedication to making Indiana the best state in the nation.

Even during difficult times, you continue working to find innovative solutions to complex issues. Your hard work does not go unnoticed, and we want you to know that we are proud to serve with you.

Governor Pence released a statement earlier today thanking all state employees for serving along side him. "The work you do every day provides a connection to the people of our state. Take pride in that as we work to better the lives of Hoosiers across Indiana" said Pence. "Together, we are helping to create good jobs, great schools, safe roads and strong families. In short, because of the work we do each day, we are supporting the kind of communities where Hoosiers can thrive. Thank you for your integrity and commitment to serving your neighbors."

In this issue

- 2 • South Split closes
- New INDOT leadership



- 3 • It's not too late to join HumanaVitality

- 4 • More HumanaVitality FAQs

- 5 • Health benefits of interval training

- 8 • FML expires June 30
- SECC Awards Ceremony

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

Follow us on:



Bridge Project to close ramp at South Split after Memorial Day through July

A project to refurbish two 40-year-old bridges at the Interstates 65 & 70 south split will close the northbound I-65 ramp to westbound I-70 for approximately two months this summer.

The ramp is planned to close after Memorial Day, on or after May 26, 2015, and open to traffic before the end of July. During the closure, contractors will modernize two structures with improved quality and safety standards by:

- Rebuilding the concrete bridge decks to provide a smoother driving surface.
- Replacing the existing pin joints, which are susceptible to corrosion and considered fracture critical, with more redundant splices to connect bridge beams across long spans, and
- Rebuilding the bridge abutments that support the bridge decks on each end.

Interstate Detour & Traffic Impacts

Northbound I-65 to westbound I-70 traffic will be detoured west on I-465 for the duration of the project. Closing the interstate ramp will accelerate construction and expedite completion of the project while providing a safer environment for workers and motorists. INDOT traffic engineers' analysis predicted that maintaining a single lane of ramp traffic through the work zone would result in a far longer construction timeframe and miles-long traffic backups, which would block traffic on I-65 and at nearby interchanges.

I-65 and I-70 traffic should also expect overnight and weekend single-lane restrictions as crews work on the bridges.



Local Impacts to Traffic

Nearby ramps and city streets will likely see additional traffic – especially during the peak morning commute hours – as many downtown commuters who would normally exit to Meridian or West streets may exit to Raymond, Morris or Washington streets.

Morris and Prospect streets will be closed to vehicular traffic passing under I-65, but the streets and ramps to and from the interstate will remain open on each side of the bridge. Pedestrian access under the bridge is expected to remain available most of the time, with some short-term restrictions during demolition.

- [Morris & Prospect Street Detour](#)

Planning Ahead & Staying Informed

Motorists, residents and businesses are encouraged to learn more about the closure, how it might affect them, and begin planning now by visiting southsplit.in.gov and subscribing to receive regular email updates. Social media will also be used to keep the public informed throughout the project. Follow @INDOT_ECentral on Twitter and like Indiana Department of Transportation: East Central on Facebook for updates using #SouthSplit.

New INDOT leadership named

On April 22, Governor Mike Pence named **Brandye Hendrickson** as Commissioner of the Indiana Department of Transportation.



“With more than a decade of executive experience in state government, Brandye Hendrickson has demonstrated a commitment to public service and a nearly unmatched depth of understanding of the Indiana Department of Transportation,” said Governor Pence. “I am confident that she will uphold the agency’s mission and serve Hoosiers well as Commissioner.”

Since 2007, Hendrickson has served as Deputy Commissioner for the Indiana Department of Transportation, specifically overseeing the agency’s Greenfield District Operations which encompasses East Central Indiana, including Indianapolis. In this role, her responsibilities include managing an annual construction budget of approximately \$700 million and an annual operating budget of \$50 million. Hendrickson oversees a workforce of 360 employees responsible for the planning, design, construction, maintenance and operation of INDOT’s transportation infrastructure within the district. In 2013, Governor Pence named her as Interim Commissioner at INDOT, a role she held for seven weeks. Previously, Hendrickson served as Deputy Commissioner for Human Resources within INDOT and more than six years as Human Resources Director for the Indiana Department of Environmental Management.

It's not too late to join and get started with Humana Vitality

HumanaVitality is available to employees, and their covered dependents, enrolled in a medical plan offered through the State Personnel Department.

State employees are off and running with HumanaVitality, the incentive-based wellness portal launched in February.

As a reminder, to qualify for the 2016 Wellness CDHP upgrade, employees covered by the State of Indiana health plan must enroll in HumanaVitality and attain Silver Status before **August 31, 2015**. There is no deadline to join HumanaVitality so start your health and wellness journey today!

We are off to a great start. As of today, the state has:

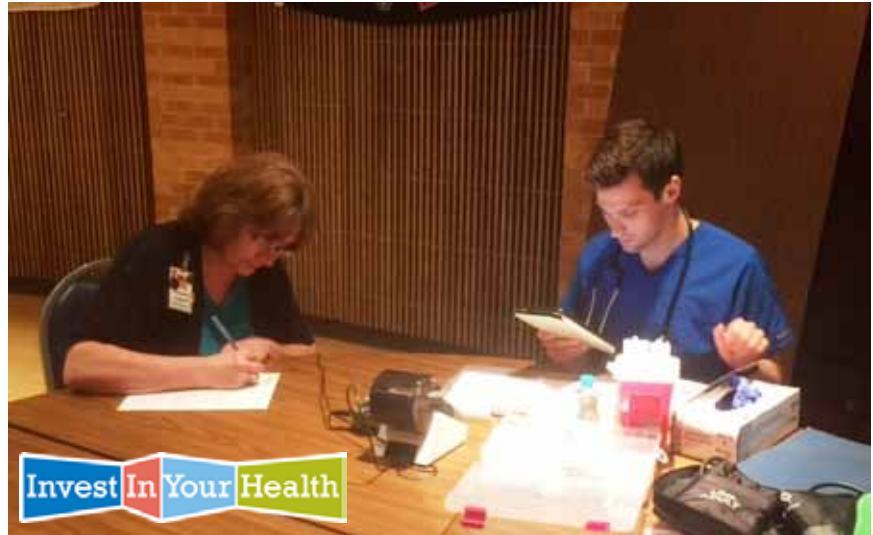
- **12, 078** who have completed the Health Assessment
- **3, 568** who have completed a Vitality Check
- **2, 387** who have attained Silver Status

Need a refresher on how to get to Silver Status? [Watch this short video.](#)

Here are some ways to earn big points:

Health Assessment: confidential assessment helps you to identify health risks, as well as giving you the opportunity to create a plan to address potential risks. This earns you 1,000 points. If you completed your Health Assessment in April, your 250 bonus Vitality points won't be reflected in your account until the first of May.

Vitality Check: A Vitality Check is a biometric screening that is similar to a yearly check-up. The information



The Indiana Veterans' Home auditorium was an open screening site for state employees to complete their Invest In Your Health Vitality Check on April 13.

gathered during this check should include: height, weight, waist circumference, blood pressure and blood test including; total cholesterol, HDL, LDL, triglycerides and fasting blood glucose. You earn 2,000 points for simply completing the check and up to an additional 2,000 points if your results fall within a recommended health range.

The schedule for state sponsored Vitality Checks [can be found on our website](#). If the location is listed as open, you can make a reservation for a check online. At these events, there is no charge to employees, and their covered dependents over 18, with a medical plan offered through the State Personnel Department.

If you are unable to attend a state sponsored screening event, Vitality Check screenings are available at:

- [Select Walgreens Pharmacies or Healthcare Clinics](#)
- [The Little Clinics \(within select Kroger's\)](#)

- [Concentra Medical Centers](#)
- [Your physician's office](#)

Each of these locations requires you to bring a copy of the respective form and your Humana ID card to the visit. If you do not have a Humana ID card, please the Humana Customer Care line to get the information you need for the visit. You are not charged for the visit if you follow the appropriate procedure at each respective location.

Try to get daily points: Can you walk 10,000 steps a day, burn 200 calories in a single workout or get your heart rate 10 60 percent of your maximum heart rate for a 30 minute workout? You can earn fitness points by using a fitness device or even your smartphone! The great thing about the fitness devices or tracker is there is a wide array of devices that fit your personal needs and budget. You've probably already earned enough points to purchase a HumanaGear pedometer. If you

Continued on next page

Continued from page 4

It's not too late to join and get started continued

don't want to wear a device, there are some free apps that track your activity including RunKeeper and Moves. To find the right device or app for you, check out the [fitness device listings](#) to understand all of the available devices, what activity they track and where you connect the device. The fitness device listing is constantly updated. [Watch this video](#) to help you decide what fitness device you should choose.

Get your family involved: When you have other household members enrolled in HumanaVitality, their activities count towards your family's Vitality Status too! So instead of working towards a goal alone, get your family to join the fun and get healthy. While there is no requirement for your family to participate, it is recommended that they do. The points needed to reach Silver Status are determined by how many 18 and older dependents you have on your plan. Each 18 or older dependent on your plan adds an additional 3,000 Vitality Points (in addition to the 5,000 required for the subscriber) in order for your family to earn Silver Status. Having your family members participate will help you achieve Silver Status more easily.

To see a full list of how to earn points, [click here](#).

For additional information about HumanaVitality, please visit investinyourhealthindiana.com/humana. If you have trouble registering or have general questions about the program, call the Humana Customer Care team at 1-800-708-1105.

Get some answers to a few HumanaVitality FAQs

We have received a lot of feedback over the last few months. Below are answers to a few Frequently Asked Questions (FAQs):

How do I set up an appointment if my location is listed as "closed"?

If a location is designated as a closed location, you cannot use the online scheduling tool to make an appointment. Only employees working at the "closed" facility can schedule a check at that respective location. A paper process has been instituted for these locations. Contact your human resources department for more information on how to set up a Vitality Check.

Why does my work location not have a scheduled state sponsored Vitality Check event?

We are trying to reach the greatest number of employees, while also representing most agencies and geographical areas. If a Vitality Check event is not scheduled for your office, you may visit one of the open events in your area or visit your doctor, the Little Clinic (select Kroger locations), select Walgreens Pharmacies or Healthcare Clinics or Concentra Medical Centers to complete your Vitality Check.

Am I charged for my Vitality Check if I get my screening at a retail pharmacy?

No. If you bring the appropriate form and call ahead to a selected location, you are not charged for the Vitality Check. Additional instructions are listed on each location's respective form. You can find all the forms under the "Resources" link inside HumanaVitality.

If I get my Vitality Check at a retail location, which is not a state-sponsored event, can I use state time?

No. You may only use state time if your Vitality Check is being performed at a state-sponsored event.

Why is my purchase in the Vitality Mall being taxed?

In accordance with IRS Publication 15-B, Vitality Bucks purchases in the Vitality Mall are considered taxable fringe benefits that are included on the employee's W-2 and subject to Federal tax withholdings, as well as Social Security and Medicare taxes. After you redeem your reward from the Humana Vitality Mall, the retail/taxable value of that reward is added to a subsequent paycheck as additional gross income. Payroll will withhold the appropriate amount of tax for that reward corresponding with your personal tax elections, which will result in a net reduction in your pay.

I sent HumanaVitality an e-mail through the website but I have not received a reply. Why is that?

We advise that members call the customer care number. Your e-mail is sent to an open inbox that all HumanaVitality members send to as well. Since there are millions of users, the inbox is constantly in flux in regards to response time. We apologize for this delay but ask you to please contact the HumanaVitality Customer Care team at **1-800-708-1105** to get the answer to your question. That is the quickest option, considering we have a designated customer care team for the State of Indiana.

Find great health benefits in short bursts of fitness activity

Movement is an important part of a balanced healthy lifestyle, as is eating nutrient-packed foods and drinking water. Keeping yourself hydrated and fueled well are especially essential for energy levels, recovery, and for overall wellness. The movement component can be daunting when you have demands at home and at work, but it doesn't have to be strenuous or long at all to achieve great benefits.

In a slump and need a boost? Whether you are burned out on your old exercise routine, or haven't gotten started yet, the interval workout, also known as the Tabata protocol,¹ may be a good option. The Tabata is interval training that last around four minutes. It includes eight reps, with twenty seconds of work and ten seconds rest. The twenty seconds of work are all out performances, pushing yourself, with rest following.

Intervals can be personalized based on what you can or like to do! For example:

- Boost your metabolism in the morning with intervals of jumping jacks and push-ups;
- Keep your cognitive skills sharp during the workday with standing squats or calf raises;
- Blow off steam after work with three to four minutes of high-knees alternated with knee-pushups.

These short bursts of efforts raise aerobic and anaerobic capacities without putting as much stress on the muscles and bones and can be great ways to build lean muscle. Research is showing positive results. When high intensity training is performed four times per week for a six week duration, individuals experience both an increase in anaerobic capacity and aerobic power.

The Torch

Also, ensure you stay hydrated! Consider your thirst levels, urine color, and sweat levels, as one pound of sweat lost during exercise is equivalent to 16 ounces of water that should be replaced. If you have trouble staying hydrated, good sources of fluids are water, or water with lemon juice or touch of lime, 100 percent juices, fresh fruit and veggie smoothies, and fresh fruits and vegetables (especially ones with high water content such as cucumbers, grapes, and watermelon!). Tea is another great way to take in water and boost your health. Tea is filled with antioxidants, which fight free-radicals that cause cancer and inflammation.

Finally, ensure that your body is getting the fuel it needs to perform and recover with carbohydrate-rich whole grains and low-sugar starch foods, like sweet potatoes, quinoa, brown rice. Carbohydrates allow your body to make glycogen (energy) for your muscles. The Institutes of Medicine states that our brains need at least 130 grams of carbs daily to function. And don't let those fruits and vegetables get pushed aside! They nourish your body after exercise by being a rich source of vitamins, minerals and electrolytes. So take a break, grab a friend, and set aside a few minutes to get the heart rate going and muscles activated with your choice of intervals today!

Thank you to Rivkah Moore, intern at Indiana University Bloomington Dining Services and Rachel Noirot, MS, RD, CD – Registered Dietitian and member of the Indiana Academy of Nutrition & Dietetics.

Source: 1) Today's Dietitian - Vol. 13 No. 4 P. 66; April 2011, 'Basics and Benefits of Interval Training', Joe Cannon, MS, CSCS, NSCA-CPT

Look who's top performing

Well done to these agencies who are actively participating in HumanaVitality:

| Current Top 10 Large Agencies* | | |
|--------------------------------|-----|---------------------------------|
| 1 | 80% | State Personnel Department |
| 2 | 62% | State Board of Accounts |
| 3 | 59% | Office of Technology |
| 4 | 59% | Gaming Commission |
| 5 | 58% | IDEM |
| 6 | 53% | Evansville State Hospital |
| 7 | 48% | INPRS |
| 8 | 48% | Department of Natural Resources |
| 9 | 48% | Madison State Hospital |
| 10 | 47% | Rockville Correctional Facility |

*Minimum of 100 eligible

| Current Top 10 Small Agencies** | | |
|---------------------------------|-----|----------------------------|
| 1 | 87% | Utility Consumer Counselor |
| 2 | 87% | Finance Authority |
| 3 | 74% | Local Government Finance |
| 4 | 70% | Election Commission |
| 5 | 66% | Department of Insurance |

**Minimum of 10 eligible

A big congratulation to the more than 2,700 members who have attained or exceeded Silver Status:

- **2, 387 Silver status**
- **327 Gold status**
- **82 Platinum status**

If you have a testimonial you would like to share about your experience with HumanaVitality or reaching Silver Status, please e-mail it to us as Investinyourhealth@spd.IN.gov.

Enjoying summer fun, while protecting your skin from the sun

After a long and cold winter, the warm summer sun is extraordinary. And, while enjoying bike rides, picnics, outings at the beach, and baseball games, it is important for Hoosiers to remember to protect their skin from potential harm.

May is National Skin Cancer Awareness Month. Skin cancer is an uncontrolled growth and spread of cells or lesions in the skin. Overall, skin cancers affect more people than lung, breast, colon and prostate cancers combined. The two most common forms of skin cancers are basal cell and squamous cell carcinoma. A third type of skin cancer, melanoma, accounts for less than 2 percent of skin cancer cases, but causes the most skin cancer deaths. During 2012, there were 1,091 new cases of melanoma diagnosed, and 192 melanoma deaths, in Indiana.

People of all ages, races and ethnicities are subject to developing skin cancer. Excessive exposure to ultraviolet (UV) radiation from the sun or other sources, like tanning beds, is the greatest risk factor for developing skin cancer. Other risk factors include:

Age. During 2008-2012, more than 74 percent of melanoma cases occurred among Indiana residents ages 50 and older. However, nationally, melanoma is on the rise among younger people.

Sex. Overall, during 2008-2012, the incidence rate for melanoma among Indiana males was 30 percent higher than among females. However, before the age of 50, the incidence rate among females was 64 percent higher than among males. Then, among people ages 55 and older, males had

more than twice the risk that females did.

Race. During 2008-2012, the risk of melanoma was 15 times higher for Indiana whites than for African Americans; however, anyone can develop the disease.



The best way to detect skin cancer early is to recognize changes in skin growths or the appearance of new growths. Adults should thoroughly examine their skin regularly, preferably once a month. New or unusual lesions or a progressive change in a lesion's appearance (size, shape, or color, for example) should be evaluated promptly by a health care provider. Hoosiers can use the ABCDE rule when looking for signs of melanoma:

A = Asymmetry: One half of the mole (or lesion) does not match the other half.

B = Border: Border irregularity; the edges are ragged, notched or blurred.

C = Color: The pigmentation is not uniform, with variable degrees of tan, brown, or black.

D = Diameter: The diameter of a mole or skin lesion is greater than 6 millimeters (or the size of a pencil eraser).

E = Evolution. When existing moles

change in shape, size or color. Any sudden increase in size of an existing mole should be checked.

Melanoma might appear differently than what is described in the ABCDE rule, so discuss any changes to existing moles or new growths on the skin with your health care provider.

To help protect their skin, Hoosiers can:

- Limit or avoid exposure to the sun during peak hours (10 a.m. to 4 p.m.).
- Wear sunscreen with a Sun Protection Factor (SPF) of 30 or higher that protects you from all UV rays. These are called "broad spectrum" sunscreens.
- Wear clothing that has built-in SPF in the fabric or wear protective clothing such as long sleeves and long pants (tightly woven dark fabrics protect your skin better than lightly colored, loosely woven fabrics).
- Wear a hat that protects your scalp and shades your face, neck, and ears.
- Avoid use of tanning beds and sun lamps.
- Wear sunglasses to protect your eyes from ocular melanoma (melanoma of the eye).
- ALWAYS protect your skin. Your skin is still exposed to UV rays on cloudy days and during the winter months. Use extra caution around water, snow, and sand as they reflect the sun's UV rays.



Indiana State
Department of Health

Thanks to the Indiana State Department of Health for this submission.

New leadership

Governor Pence names Brig. Gen. Courtney P. Carr as the Adjutant General of Indiana

On April 9, Governor Mike Pence selected Brigadier General Courtney P. Carr to become the Adjutant General of Indiana upon the retirement of Major General R. Martin Umbarger on May 31, 2015.

“With more than three decades of devoted military service, Brigadier General Courtney P. Carr’s background and expertise make him an unmatched choice for Indiana’s Adjutant General,” said Governor Pence. “I am confident his leadership and vision will serve well the more than 14,000 men and women who make up the Indiana National Guard.”

General Carr began his career in 1983 upon commissioning as a Regular Army officer from the United State Military Academy at West Point. From 1991 to 2011, General Carr served in a variety of roles around Indiana as a member of the Indiana National Guard. During this time, his service included serving as Commander of the 1st Battalion of the 151st Infantry, where he led several hundred soldiers and deployed with them to Bosnia just after 9/11 in February of 2002. He also served as Commander of the 138th Regiment Combat Arms in Edinburgh, a training organization for officers and sergeants. In 2007, Carr was chosen as Commander of the 76th Infantry Brigade Combat Team, comprised of approximately 4,500 Indiana Guardsmen, and he deployed with them to Iraq.

Currently, he serves as Deputy Director of Operations, Readiness and Mobilization for the U.S. Army at the Pentagon in Washington, D.C. In this role, he supports function associated with Army current operations, force readiness, mobilization, military support to civil authorities, and anti-terrorism/force protection.

General Carr is the recipient of numerous awards and decorations including the Legion of Merit, the Bronze Star Medal, the Meritorious Service Medal, the Iraq Campaign Medal, and the Global War on Terrorism Service Medal. He earned his MBA from the University of Chicago and his master’s degree in strategic studies from the United States Army War College.

Governor Pence also extended his appreciation to Major General Umbarger for his more than 45 years of service to the Indiana National Guard in a variety of positions, including the past eleven years as Adjutant General of Indiana.

“Major General R. Martin Umbarger has served with distinction as Indiana’s Adjutant General for more than 11 years, making him the second longest serving Adjutant General in our state’s history,” said Pence. “The people of Indiana are indebted to him and his family for their years of service to our state and nation, and we wish him well upon his retirement.”

When Umbarger announced his retirement last year, he said, “It has been my highest honor and privilege to serve as the Adjutant General for the state of Indiana. This is not a sad day but a very happy day as I reflect on the honor of serving with the best women and men of our state and nation.”

New leadership

Dennis Bassett named head of Finance Authority

On April 6, Governor Pence named **Dennis L. Bassett** as Public Finance Director of the Indiana Finance Authority. Bassett assumed



his role on April 16, 2015.

Prior to his service for the Department of Financial Institutions, Bassett served as Chairman of JPMorgan Chase in Indiana, as well as Chief Executive Officer at Bank One. He also spent several years as the senior managing director and manager for Bank One Capital Markets. With four decades of banking in Indiana, Bassett began his career at Indiana National Bank.

Bassett has been a community leader in Indianapolis and has served on a variety of boards including the Central Indiana Corporate Partnership, the Indiana Sports Corp., Greater Indianapolis Progress Committee, the Arts Council of Indianapolis, the Center for Leadership Development, The Indianapolis Symphony Orchestra, and the Indiana State Chamber of Commerce. He is a current member of the Butler University Board of Trustees and serves as Treasurer of the university.

Bassett is a graduate of Eastern Illinois University where he received his Bachelor’s degree. He also graduated from Butler University, where he received his MBA, and Stonier Graduate School of Banking at Rutgers University.

FML expires on June 30 and you must recertify for a next year's request

If you have a current Family Medical Leave (FML) approval for intermittent leave you may be wondering what happens to that approval at the end of the fiscal year or what happens if your need for leave may continue beyond June 30, 2015.

Indiana state government has designated the fiscal year as the twelve-month period to calculate FML. The fiscal year runs from July 1 through June 30. This means that all FML approval(s) for intermittent leave **expires June 30, 2015**. The new fiscal year begins July 1, 2015.

Employees who have an approval for intermittent FML in the current fiscal year (July 1, 2014 through June 30, 2015), and anticipate that the need for FML should continue after June 30 of this year, are **required to submit a new Request and Certification of Health Care Provider documenting that need**.

Your new FML request must be accompanied by a new Certification of Health Care Provider (CHCP) form from a **recent, in-person medical exam**. Absences for continuing conditions are foreseeable; therefore, your request and CHCP should be submitted 30 days in advance of the new fiscal year. The CHCP form must be filled out completely by the health care provider and needs to include a description and/or details of the medical necessity for leave and the estimated frequency and duration of absences for which you are requesting leave. Timely submission of the documentation is your responsibility, not the health care provider's. Proper and timely completion of the required forms should reduce the number of requests for additional information and recertifications needed during the year. Eligibility for FML is calculated for the new fiscal year, so employees who

have been employed less than 12 months and/or who have not worked at least 1250 hours in the immediately-preceding twelve-month period will not be eligible for FML in FY2015/16 until they meet those threshold requirements. Additionally, second and third medical opinions may be required.

What if you need a continuous leave for something like a surgery scheduled in May or June and your recovery will continue beyond June 30? If you receive approval for a continuous family-medical leave that crosses the fiscal year mark, then you do not need to submit new documentation just to support the part of that approved leave that occurs after June. However, if additional leave is needed in the new fiscal year beyond the initial return to work date in the approval, then new requests and certifications must be submitted documenting the changed circumstances.

**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)



For more information, including eligibility requirements, forms to be submitted, policies, and FAQs, please visit the SPD Family & Medical Leave at www.in.gov/spd/2397.htm.

If you have additional questions, please call the FML helpline at 317-234-7955, or toll free at State Personnel's Call Center: 1-855-SPD-INHR (1-855-773-4647) and choose the FML option.

Agencies recognized for top performance

State agencies were recently recognized for raising \$1.33 million in charitable donations for the State Employees' Community Campaign's (SECC) at an awards ceremony at the Indiana State Library. More than 6,100 contributors helped reach more than 1,600 charities. The top donating agency was Department of Revenue with more than \$117,000 donated.

During the April 2 ceremony, the 2013-2014 SECC Chairman, Department of Revenue Commissioner Mike Alley welcomed attendees and thanked the agency coordinators for their hard work during the campaign. He then introduced Bryan Roseler and Jarod Wilson, from Big Brothers Big Sisters of Central Indiana, one of 1,600 charitable organizations that benefit from SECC donations.

State Personnel Deputy Director Denny Darrow awarded this year's Director's Award to Indiana Economic Development Corporation Holly Gillham who helped raise more than \$6,600 for her agency and win the largest percent increase for an Agency with 51-250 employees.

The pledges of more than 6,300 employees helped SECC to have its most successful year yet. 57 agencies reached the per capita giving level, meaning they raised at least \$50 per person within their agency. 68 agencies received a champion award with more than 1700 employees reached the champion level. Champion-level givers are those who give at least one-half hour's pay per paycheck.

Join the Toastmasters and learn the power of public speaking

It's often said public speaking is the number one fear for most people. Yet it doesn't have to be this way. After all, communication is a critical component of our careers and one that can help or hinder. So how can we harness the power of public speaking? Well, to put it simply – practice.



Whether it is butterflies, sweaty palms or knocking knees, we've all been there at some point. In fact, there's even a group to prove it. Toastmasters International is an organization dedicated to providing a supportive club environment where members learn to improve their oral communication and leadership skills together.

For example, members learn how to present prepared and impromptu speeches, manage time, become active listeners and transformational leaders. They even learn how to control those sometimes uncontrollable reactions.

Additionally, members learn to communicate better with fellow employees, develop and present ideas more effectively, offer constructive criticism and accept feedback more objectively. They also learn to hone these skills through practice and by completing project manuals in a friendly, supportive environment. In most cases, new members can even request, and be appointed, a seasoned mentor.

State employees have their choice of clubs located throughout Indiana that meet at various days, times and locations. For more information, please visit www.toastmasters.org.

For those state employees working in downtown Indianapolis, three quality Toastmasters clubs are located nearby: Employees are invited to be a guest at an upcoming Golden Gavel Toastmasters

| Club | Day & Time | Location | Contact Information |
|-----------------------------------|---|---|---|
| Golden Gavel (open to anyone) | Alternate Tuesdays 12-1 p.m. | IGC- South Building Conference Room 18 | Sam Bristol sbristol@dwd.IN.gov 317-233-6195 |
| Roadmasters (INDOT Staff) | Alternate Wednesdays 1:30 p.m. | IGC-North Building Room N751 | Joan Widdifield jwiddifield@dot.IN.gov 317-232-6079 |
| Downtown Indy (Open to anyone) | 2 nd and 4 th Thursdays of every month 12-1 p.m. | PNC Center 101 W. Washington St. Suite 1500 E, Boardroom | Michelle Funk mfunk@urc.IN.gov 317-233-2451 |

club meeting. Through participation in the club, members are empowered to develop communication and leadership skills. Please join us on **Tuesday, May 19** from **noon to 1 p.m. in Conference Room 18** for an Open House where visitors can observe a regular meeting, get additional information on club benefits and even participate if they are so inclined. Please contact Sam Bristol with questions or to RSVP: sbristol@dwd.in.gov or 233-6195.

Submit photos for Bicentennial book

Governor Mike Pence is inviting amateur and professional photographers across Indiana to submit their favorite images of the state for possible inclusion in a coffee table book commemorating Indiana's 200 years of statehood. The deadline to submit photos is **May 15**.

Photos must be taken in Indiana and should reflect one or more of these categories: natural environment and landscape; buildings and architecture; cities and towns; farms and fields; the Hoosier people; schools and libraries; transportation; business and commerce; medicine and health; religion and philanthropy; government; media and communication; arts, culture and entertainment; and sports.

Images must be uploaded in .jpg/.jpeg format with quality resolution (300 dpi).

Use of photos will not be compensated, but photographers will receive a photo credit in the book. Photos will be reviewed and selected based on content, quality and space availability.

For more guidelines and information – and to upload photos, [visit the website](#).

“Indiana at 200: A Celebration of the Hoosier State” will contain approximately 240 pages and will be published by M.T. Publishing Company, Inc., which is under contract with the Indiana Bicentennial Commission. In addition to photos, each of the book's 14 chapters contains essays and vignettes from Hoosiers around the state. Books are expected to be available for purchase around Statehood Day, December 11, of this year, and may be pre-ordered at www.mtpublishing.com.



Challenge

Groundbreaking Indiana-Texas Civic Hackathon Challenge declares grand champion

In the first digital hackathon challenge that crossed state lines, developers from Indiana and Texas squared off in a competition to create the best application to serve citizens. The technology departments and sponsors of both states have worked together over the last few months to plan and launch this unique, interstate hackathon challenge. The contest was open to any individual or team of developers charged with creating the best application using publicly-available open data, code, and technology. A national panel of judges reviewed all the entries and selected the grand prize winner.

Red Alert Indiana, the Indiana father-son duo of John and Isaiah Schevola, was chosen as the event's grand champion team. John and Isaiah created a dynamic web form that directs citizens affected by emergencies or natural disasters to the proper agency or non-profit to receive assistance. The app guides users through a checklist of potential services based on their needs, and it streamlines the data intake for service providers by sending and storing customer contact information in a database.

"We were excited to be able to participate; just working on a project with my son was a rewarding experience," said John Schevola. "It didn't really even occur to us that we could win when we submitted, and now, we not only won the Indiana challenge, but also won against Texas to claim the grand prize. It has been a whirlwind."

Entries were scored by a national panel of judges that included Kevin Mulhall, Enterprise Technology Specialist at Intel; Doug Robinson, Executive



Direction of the National Association of State Chief Information Officers (NASCIO); and Jesse Romine, Director of International Sales at Socrata.

"This Hackathon has been a great event to foster openness and interaction between government and citizens," commented Lt. Governor Sue Ellspermann. "One of our administration's priorities is to encourage small business growth and development. Both of our Indiana winners will have the opportunity to work with the State and further develop their applications. The technology sector has evolved into a major economic development sector for Indiana. Tech-focused events like this will support and encourage more growth."

Todd Kimbriel, Interim Executive Director of the Texas Department of Information Resources, was also pleased with the results of the hackathon. "We congratulate the winning team of Red Alert Indiana. What a great honor for all teams to participate and develop meaningful applications that help us better serve our communities. We learned a lot from this challenge and look forward to growing our Texas Open Data portal so that state agencies and civic developers can collaborate on more solutions for the people of Texas."

The challenges offered by from each state included:

Indiana Department of Environmental Management: Create a centralized, streamlined, and secure platform for receiving, tracking, and collaborating on permit applications. Significant time in creating permits is lost in the hand offs between the agency and its stakeholders. Any system that assists in streamlining the processes and is transparent for users will benefit all.

Indiana Department of Homeland Security: Develop a method to register and create a checklist of available/ needed services for Hoosiers visiting a one-stop-shop after a disaster.

Texas Department of Family and Protective Services: Provide children's guardians with criteria-focused, map-based results on the available licensed child-care operations in their area.

Texas Department of Transportation: Develop a mobile application based on the my35.org approach that enables commuters to plan their travel more effectively along with the portability that comes with an ever-expanding mobile device market.



Artwork by
Jery Williams

INDIANA DEPARTMENT OF CHILD SERVICES Career Opportunity

Family Case Manager

Do you want to make a difference?

Consider a rewarding career with the Indiana Department of Child Services (DCS) and join our team to help us protect our State's most valuable asset—our children.

DCS is currently looking for Family Case Managers dedicated to support the agency's mission to protect children from abuse and neglect.

Requirements: Bachelor's degree from an accredited college/university required. At least 15 semester hours or 21 quarter hours in child development; criminology; criminal justice; education; healthcare; home economics; psychology; guidance and counseling; social work; or sociology required.

The Indiana Department of Child Services is a drug free workplace. Candidates are subject to pre-employment and random drug and alcohol testing.

How to Apply

Interested applicants should apply via Careers with DCS at
www.careers.in.gov

Keyword Search>
Family Case Manager 2

The Indiana Department of Child Services protects children from abuse and neglect by partnering with families and communities to provide safe, nurturing, and stable homes.

For more information about DCS, visit us at www.in.gov/dcs.

Why should I apply?

- Competitive pay
- Medical, vision, dental insurance
- Vacation, sick, personal time
- Life insurance
- Retirement plans
- Up to 14 paid holidays per year

Questions?

Email: dcs@dcsh.in.gov

Attention: Recruiter

(Please refer a friend)

Equal Opportunity Employer





LAW ENFORCEMENT DAY AT THE PARK

to benefit the National Law Enforcement Officers Memorial Fund

WHITE SOX VS. INDIANS

Thursday, May 21, 2015 - 7:10 P.M. U.S. Cellular Field

ATTENTION LAW ENFORCEMENT PROFESSIONALS!

Specially Priced White Sox Tickets!

The Chicago White Sox have dedicated Thursday, May 21st as Law Enforcement Appreciation Day at the Park to benefit the National Law Enforcement Officers Memorial Fund and support the upcoming National Law Enforcement Museum, in honor of Illinois finest state, local, and federal law enforcement officers. The Memorial honors the service and sacrifice of the men and women who have died in the line of duty protecting our communities. The National Law Enforcement Museum will tell the rest of the story, the history of American law enforcement and the stories behind the badge. This event is open to all law enforcement officers, family members and anyone who supports and appreciates our law enforcement professionals. All inquiries should be directed to Mike Rourke at 312-674-5186 or mrourke@chisox.com.

Orders will NOT be redeemed at the U.S. Cellular Field ticket windows or the White Sox administrative offices.

ALL ORDERS MUST BE RECEIVED BY FRIDAY, MAY 14TH!

\$5 of every Upper Box Ticket, \$10 of every Outfield Ticket, and \$15 of every Lower Box Ticket will be donated to the National Law Enforcement Officers Memorial Fund!

| 3 OPTIONS TO ORDER TICKETS: | # OF TICKETS | TICKET PRICE | TOTAL |
|---|--------------|---|-------|
| MAIL with payment to: Chicago White Sox Sales Department ATTN: Law Enforcement GSG 333 W. 35th St, Chicago, IL 60616 FAX with payment to: 312-674-5140 PHONE/EMAIL Mike Rourke 312-674-5186 Mrourke@chisox.com | | Lower Box @ \$40 (\$15 benefits NLEOMF) ■ | |
| | | Outfield Reserved @ \$22 (\$10 benefits NLEOMF) ■ | |
| | | Upper Box @ \$15 (\$5 benefits NLEOMF) ■ | |
| | | Total Enclosed | |

All game times and promotions are subject to change. NO REFUNDS OR EXCHANGES.

Name _____

Address _____

City, State, Zip _____

Phone _____ E-mail _____

Please charge my: Visa Mastercard Amex Discover

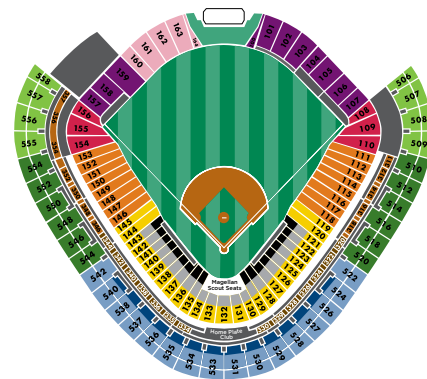
Credit Card # _____ Expiration Date _____

Signature _____

OR: Enclosed is a check or money order payable to the Chicago White Sox.

(If check or money order is greater than total cost of the tickets, the difference will be made up in Comiskey Cash.)

Check # _____



- Lower Box
- Outfield Reserved
- Bleachers
- Lower Corners
- Premium Upper Box (Rows 1-6)
- Upper Box
- Upper Reserved
- Upper Corners



PUBLIC HEALTH'S PIT CREW: A Look Inside the Indiana State Public Health Laboratory

Sunday, May 17, 2015 • 12:30–5:00 pm
Registration begins at 12:00 pm

Experience first-hand the thrill of laboratory science! Students in grades 6–8 are invited to spend an afternoon at the Indiana State Public Health Laboratory learning about careers in public health and engaging in hands-on science activities.

Parents — you're invited too! Take a tour of the Indiana State Public Health Laboratory and watch live demonstrations of your child participating in a number of laboratory functions. A light lunch and refreshments will be served for both parents and students.

FREE! Seating is limited!

Register today at:
<http://publichealthspitcrew.eventbrite.com>

LOCATION:

Indiana State Department of Health
550 W 16th Street, Suite B
Indianapolis, IN 46202

QUESTIONS?

Contact Laura Siegel at
laura.siegel@aphl.org or 240.485.2744.



This event is sponsored by the Indiana State Public Health Laboratory and the Association of Public Health Laboratories.



Think Summer!

State Employee discounts now available



2015 Discount Funday Ticket \$26.95
Season Passes also available

[Visit SPD Intranet for link and promo code](#)

! If you can't access the SPD Intranet,
email spdcommunications@spd.in.gov
to request this information.



Tickets only \$37.75 per adult
\$34.25 (under 54"/ age 60+)

[Visit SPD Intranet for link,
username and password](#)

! If you can't access the SPD Intranet,
email spdcommunications@spd.in.gov
to request this information.



Kings Island

Tickets only \$35 per adult
\$31 per Jr./Sr. | \$61 per Two Day

[Visit SPD Intranet for link,
username and password](#)

! If you can't access the SPD Intranet,
email spdcommunications@spd.in.gov
to request this information.



Six Flags GO BIG! GO SIX FLAGS!

Located in St. Louis
Tickets \$39.99 for 3-day Advance
\$41.99 for Regular One Day

Visit www.sixflags.com/PartnerLogin or [this link](#)

Username: **INSTATE**

Password: **SixFlags8**

(Password is Numeric & Case Sensitive)



Also check out our discount page at www.in.gov/spd/2439.htm for more discounts like Indianapolis Indians baseball, Great Wolf Lodge and more.