



# The Torch

The official newsletter for Indiana state employees

## Upgrade qualification comes to a close

The qualification period for the new Wellness CDHP upgrade has ended. For those of you that have successfully completed the three steps, congratulations on taking an active role in investing in your health!

In October, SPD is sending information out to let employees know if they did or did not complete the steps to qualify for the new Wellness CDHP upgrade. In the meantime, you can follow the steps below to ensure that you have completed each requirement.

**STEP 1:** To see if you have completed Step One, the Well-Being Assessment, [please log in to Healthy Lifestyles](#), click on the Resources & Tools. Then click Assessments & Reports. This screen should show when you last completed/updated your Well-Being Assessment. As long as that has been completed between March 1 and September 1, your Step One is complete.

**STEP 2:** Did you complete Step Two (the biometric screening) at one of the State's free screening events or with your doctor? If you completed it at one of the State's free screening events, then those results were automatically given to IU Health and your Step Two is finished. If you had your physician fax in the [Physician Option Form](#) and didn't receive a confirmation e-mail from IU Health, please email Jessica Powers at

[jpowers5@iuhealth.org](mailto:jpowers5@iuhealth.org) to see if it has been received.

**STEP 3:** Did you complete 200,000 steps in the Healthy Lifestyles Steps Challenge in July or did you earn 2,500 points in Healthy Lifestyles between June 1 and September 1 (not including the 2,500 points received for completing your Well-Being Assessment)? To check your step count for the July Steps Challenge, click on the Groups & Challenges tab then click on the Steps Challenge link. You can also check your Steps Tracker to see how many steps you have taken. If you chose the points option instead of the Steps Challenge, please click the Rewards Center tab, then in the middle of the screen, click Rewards History. Then check the points you have earned between June 1 and September 1. If you have accumulated 2,500 points during this time period (excluding the points received for completing your Well-Being Assessment), then you completed Step Three.

Additional information can be found here:

- [How To Check Earned Rewards](#)

If you have any further questions, please call the Benefits Hotline at 317-232-1167 (Indianapolis area) or 877-248-0007 (outside of Indianapolis).

### In this issue

- 2 • 2014/2015 SECC campaign has arrived



- 3 • Employees talk about the Upgrade experience

- 4 • Get the facts about gluten free foods

- 5 • Bicentennial legacy projects
- Archeology Month

- 8 • Longest serving INDOT employee retirees

*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)

Follow us on:



## The 2014-2015 SECC is off and running!

The 2014 /2015 State Employees' Community Campaign (SECC) has begun. This year's campaign began yesterday with a charity fair in the Indiana Government Center South Atrium. Several charities that have benefited from past SECC contributions are expected to be in attendance.

This year's chair is Mike Alley ,who serves as the state's Commissioner of the Department of Revenue. The theme for the campaign is "The Heart of Public Service." The only requirement for participating in SECC is that the organization to which you want to donate must have a 501 (c)(3) ruling.

Employees can donate money with a one time contribution or take advantage of payroll deductions. Whichever method works best for you, we hope you can help us to reach our goal of \$1.3 million. Click here to read answers to a few common questions. Visit [www.insecc.org](http://www.insecc.org) for additional information.



Artwork by Jerry Williams

## A letter from SECC Chairman Mike Alley, DOR Commissioner

Dear State Employees:

I am honored to serve as chair of the 2014 State Employees' Community Campaign (SECC). For more than 35 years, State Employees have contributed more than \$27 million dollars, and have sent those precious dollars to more than 1,600 nonprofit organizations all over the world. More importantly, most of these contributions have been invested in our local communities, improving the quality of life for ourselves and our neighbors.



I am a true believer in this campaign. It provides a powerful opportunity for each of us to make a huge difference. Here's why I think the SECC is so important:

1. Our contributions are more than philanthropy, they are an investment that enhances the quality of our lives, strengthens our communities, and helps those in need. The dollars we contribute not only help those who have suffered hardships to regain their footing but oft times support organizations that help people make good choices so they do not suffer bad consequences in the first place.
2. You may choose the 501 (c)(3) non-profit organization(s) where you want your contribution to go allowing you to support the causes that are important to you or have touched you and your family.
3. Using payroll deduction, you can make a significant impact with just a small amount taken from each pay period which accumulates to a meaningful gift that really makes a difference.



Your participation in this year's campaign is optional. I would simply ask that you do two things, however. First, open your mind and listen to the amazing impact SECC contributions have had on the thousands of people touched by eligible non-profit organizations. Second, open your heart to consider if you are able to assist through your participation. It is my sincere hope that each of you will consider supporting the campaign this year. As demonstrated by state employees' generous contributions in the past, Hoosiers truly are dedicated to investing and tackling the wide range of concerns that impact our communities. The SECC goal this year is to raise \$1.3 million.

Please log on to [www.insecc.org](http://www.insecc.org) or see your SECC Agency Coordinator to find out how you can make a difference through the SECC. This year's theme "**The Heart of Public Service**" exemplifies the spirit of state employees and our willingness to voluntarily step up, invest and assist those in need.

Sincerely,

**Mike Alley**  
2014 SECC Campaign Chair  
Commissioner, Department of Revenue

## Taking control: ISDH employees participate in Upgrade Your Health initiative

In May, the state added a new Wellness consumer driven health plan (CDHP) initiative to the Invest In Your Health program. For the first time, state employees had the opportunity to qualify for a CDHP if they completed three steps including: a well-being assessment, a biometric health screening, and a steps challenge during the month of July (or earn 2500 points in Healthy Lifestyles). Three ISDH employees were interviewed about the qualification process.

### What initially motivated you to participate in the program?

I initially participated in order to receive the health insurance incentive. But once I started using the trackers, it became a personal challenge to increase the amount of time and the number of days I exercised. – **Wendy Clingaman**, Immunization Division

### What was your overall impression of the Well-Being Assessment? Was the [MyHealthyLifestyles.com](http://MyHealthyLifestyles.com) site easy to navigate?

I liked the assessment. The site was relatively easy to navigate, although I am comfortable working with online applications. — **Dana Greenwood**, Immunization Division

### Did you participate in one of the free biometric screenings? If so, what was your overall perception?

I did participate in the free biometric screening. My overall perception was a good one! Everyone that I encountered on the day of my appointment was very professional, and I felt like they were concerned about my overall health. They answered any and all questions I had about my results. It did not take a lot of my time. Overall, the process was quick and painless. – **Carolyn**

**Moorman**, Division of Chronic Disease, Primary Care and Rural Health

### One part of Step 3 was to complete the steps challenge for July (or earn 2500 points in Healthy Lifestyles). How easy was it for you to meet this challenge? Do you have any tips for someone who is trying to incorporate more steps into his/her day?

I had a lot of trouble just getting signed up for the challenge. Once I decided to participate, it took over two weeks for me to get registered because the website had so many technical problems. Although I started the challenge late in the game, by pushing myself I was able to meet and surpass the goal of 200,000 steps. As for tips, just get up and start moving! I started walking to and from the parking garage everyday instead of riding the shuttle. I took a walk during lunch every day and took short breaks and got up from my desk to walk around. On weekends I set aside a specific time of day to take a long walk around my neighborhood. By scheduling time to get a walk in, it was like having an appointment that I had to keep! If I had someplace to go that was close by, I would walk instead of taking the car! I also started parking farther away from entrances whenever I went shopping. By doing yard work and housework I was able to increase the number of steps I took each day. Even though the challenge is over, I continue to try to increase my activity, track my steps and push myself to go farther.— **Wendy Clingaman**, Immunization Division

It was not hard for me to meet the goal because I make it a habit walk on my lunch break, and I walk on the track at a local school. I added additional steps by challenging myself to walk more steps

at work. I ride the bus to work, so now I get off the bus a mile from downtown and walk to work on the culture trail. I also take breaks and walk around the circle at least 15 minutes each day. It has been fun, and I feel these are all things that I can continue to do. – **Carolyn Moorman**, Division of Chronic Disease, Primary Care and Rural Health

### If you had it to do over again, would you?

I hope that the state does repeat the biometric screenings and wellness assessment. The intent of these programs is to measure changes in employee health status over time. I would absolutely participate again in the program (even if there was no benefit for the insurance plans). – **Dana Greenwood**, Immunization Division



By incentivizing primary prevention strategies, the Upgrade Wellness CDHP initiative encourages state employees to take control of their personal health. The ISDH's mission is to promote and provide essential public health services to all Hoosiers. **Upgrade Your Health** empowers employees to fulfill this mission at home, work, and play, and to lead by example — creating healthier staff, a healthier culture, and ultimately, a healthier Indiana.



Indiana State  
Department of Health

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



## Get the facts about Gluten free diets and how to use it properly

You've heard of it right, the gluten free diet? Information on how to follow one and why you should is difficult to miss. The benefits of going gluten free have been rumored to alleviate gastrointestinal problems, increase energy, improve symptoms of autism and even help you lose weight. But what is it really? While there are scientific studies being performed in a variety of areas, get the facts on what gluten is, who needs to limit it for life and potential nutrition inadequacies.



Gluten Sensitivity must eliminate foods containing these grains, including malt made from barley, and modified food starches derived from wheat. By following a strict gluten free diet, the villi in the small intestine can heal and eliminate many side effects of the condition. Persons who suspect they have a concern with gluten should seek out an appropriate diagnosis sooner rather than later. When the small intestine is damaged, malabsorption or lack of nutrient absorption occurs, leading to malnutrition. Attempting to go gluten free before diagnosis is not recommended. Once gluten is removed from the diet, it can take a reintroduction of gluten for long periods to diagnose celiac disease.

### WHAT IS IT?

Gluten is a protein found in wheat, barley and rye. It's responsible for holding ingredients together, serves as a leavening agent and adds texture and flavor. It's found predominantly in bread, crackers and cereals made of these grains; however in today's food supply gluten is added to everything from soy sauce to deli meat.

### WHO DOES IT AFFECT?

Gluten is a concern for persons who have been diagnosed with celiac disease or with non-celiac gluten sensitivity. Celiac Disease (CD) is an auto-immune condition in which the body is unable to tolerate gluten. Because the body cannot tolerate gluten, our immune system attacks it and in turn damages the small intestine, causing digestive distress and more importantly increases the risk of malnutrition. This condition is genetic and permanent. Persons with Celiac Disease or Non Celiac

### SHOULD YOU BE GLUTEN FREE?

Generally gluten free diets are recommended only for those who have Celiac Disease or non celiac gluten sensitivities. While a strict gluten free diet can be safe and nutritious if monitored appropriately, it is recommended that you seek the advice of your physician and registered dietitian before beginning. "Gluten Free" products are not necessarily low in fat, sugar or sodium and persons with other health

conditions such as diabetes, high blood pressure or high cholesterol should be conscientious label readers to identify foods that comply with all of their dietary needs. Many products are higher in overall calories and fat. Nutrient deficiencies in calcium, fiber, iron, vitamin D vitamin B12, magnesium, folate, niacin, riboflavin, overall protein and calorie intake, can occur. Many grains are enriched with these vitamins and avoiding them may cause deficiencies unless appropriately substituted elsewhere in the diet. It is for this reason that removing gluten from your meal plan should not be taken lightly. At this time, there is no significant research that indicates nutritional advantages to going gluten free unless diagnosed with celiac disease or gluten sensitivity.

**FIND OUT MORE:** For resources on how Celiac Disease or gluten sensitivity is diagnosed, symptoms, and foods that contain gluten, etc, you can find more information below:

- [www.csaceliacs.org](http://www.csaceliacs.org)
- [www.celiaccentral.org](http://www.celiaccentral.org)
- [www.cureceliacdisease.org](http://www.cureceliacdisease.org)
- <http://1.usa.gov/J26sSr>
- [www.gluten.net](http://www.gluten.net)
- [www.livebetteramerica.com](http://www.livebetteramerica.com)



Thanks to the [Indiana Academy of Nutrition and Dietetics](http://www.ina-nutrition.org) for this submission.

## Community Involvement: Bicentennial Legacy Projects

Indiana's 2016 Bicentennial is truly a great platform from which Hoosiers can renew their sense of community. And, from now through 2016, there will be great opportunities to connect communities across the state as plans are made for Indiana's 200th birthday.

One key focus of the Bicentennial Commission is to encourage community involvement as part of the celebration. Through the Bicentennial Legacy Project endorsement process, Hoosiers are encouraged to work together to create projects and programs that highlight the best of Indiana for our 2016 Bicentennial celebration. Check out this project:



## September is Indiana Archaeology Month

September finds Indiana observing the 19th annual statewide celebration of archaeology. Many archaeology related events for the public will take [place around the state](#). Indiana Archaeology Month is coordinated by the Department of Natural Resources, Division of Historic Preservation and Archaeology (DHPA).

Each year, Indiana Archaeology Month features a "theme" or focus, and in 2014, the archaeology of utopian sites in Indiana is highlighted.

Commemorative shirts may be purchased (\$6 each) in the DNR Customer Service Center in the Indiana Government Center South, Room W160A, Indianapolis. For mail orders, call (317) 232-4200 or toll free (877) 463-6367. DHPA archaeology staff will also be bringing shirts for sale, while supplies last, to events they'll be attending during Indiana Archaeology Month.

To obtain a free poster, you may either visit the DHPA office (at 402 West Washington Street, Room W274, Indianapolis) or pick up a poster at an Indiana Archaeology Month event where the DHPA archaeology staff will be participating.

If you have any questions, don't hesitate to contact Amy Johnson, Archaeology Outreach Coordinator, by [email](#) or (317) 232-6982. [Click here to learn more.](#) #INArchaeoMonth



### Decatur County 1916 Pageant

Legacy Project IBC-YE-37: For Indiana's bicentennial, the pageant will come to life with the help of history students from Greensburg Junior High School and Greensburg High School. The performance will be at the Chautauqua in the fall of 2016. Students from the High School TV group will film the production and will make it available to the public. Tickets will be sold to the community and any proceeds will be put into a History fund in the Greensburg Community Schools Foundation.

In October 1916, Decatur County was planning to celebrate Indiana's Centennial with an extensive outdoor pageant that depicted 100 years of Decatur

County history. It was planned for outdoors. Unfortunately, it rained heavily that day and the pageant was never performed..

### Sharing Hoosier Insights: Community Connections

"This is a very exciting time for the City of Wabash on our second attempt to secure the designation as a "Stellar Community. We have been working diligently for quite some time on various projects. Now, having a partnership with Stellar, we can complete these projects in four years instead of the anticipated 15 years." Mayor Robert Vanlandingham, City of Wabash, Wabash County

"I'm proud to have been born and raised in Spencer County. The people here embrace Hoosier hospitality to its fullest and love sharing the legacy of Abraham Lincoln's time in Indiana. It's fun to live in a town called "Santa Claus," too!" Melissa Brockman, Santa Claus, Spencer County Bicentennial Coordinator

"Although there are several keys that will lead to a successful Hoosier future, I feel the most significant key is education. We must continue to push education in a creative way to get our Hoosier children excited about learning again and again!" Justin Tucker, Social Studies teacher, Greensburg Junior High, Decatur County.

## Longest serving INDOT employee retirees after 57 years

Richard Van Cleave, the longest-tenured employee in INDOT history, is retiring after 57 years.

Van Cleave is the final link to the original 1919 Indiana State Highway Commission (ISHC), which evolved into INDOT. Hired in 1957, Van Cleave worked closely with original ISHC member Lester Faust, who worked in the records section and was a 38-year employee upon Van Cleave's hiring.

"To think that I've worked exactly 60 percent of INDOT's history and that I've accomplished feats alongside an original 1919 member is sort of mind-boggling," said Van Cleave, a 79-year-old senior standards engineer. "I leave here with the most amazing memories."

As an energetic 23-year-old, Van Cleave joined INDOT as a summer intern in the traffic office, located at the former Ben Davis High School facility on Indianapolis' west side. He worked on traffic signal diagrams to determine signal progression. When the internship ended in 1958, he was hired as a road design engineer-in-training, a role he kept until 1964. The old State Office Building, now known as IGCN didn't open until 1962.

"During those early years, we worked across from the Indiana Statehouse in a five-story building located southeast of the current building," said Van Cleave. "We had 'common phones,' which were single phones shared by the design group. We also had drafting tables with stools, and light tables for tracing."

Other tools and instruments included typewriters, carbon paper, slide rules, scales, and planimeters, which are measuring instruments used to determine the area of an arbitrary two-dimensional shape. Drafting plans

were inked on clear-material Mylar or parchment-like vellum.

From 1964 to 1977, Van Cleave advanced as a road design "squad chief," terminology at the time for "supervisor." Those years were consumed by historic interstates being built in Indiana. Van Cleave concentrated on I-64 in southern Indiana, I-275 near Cincinnati and many other highways throughout the state.

"My responsibility was to oversee the development of plans concerning the use of proper geometric criteria and consistency between adjoining sections of roadways," said Van Cleave. "This included field checks – many of which took an entire week – plan review, and public hearings."

Van Cleave was appointed as one of the agency's two assistant engineers of road design from 1977 to 1985, and then was elevated to road design supervisor from 1985 to 1991. In that time, ISHC changed its name to the Indiana Department of Highways in 1981 before becoming INDOT in 1989. Also in that time, he supervised the development of plans for I-265 near Louisville, Ky., I-64 in southern Indiana, and I-469 around Fort Wayne.

"All the interstates that I worked on through the years were all-new terrain construction," said Van Cleave. "It was satisfying to see the additional access provided to various communities throughout the state. There was a lot of pride in being a public servant."

Since 1991, Van Cleave has been a supervisor in roadway standards. He has worked for INDOT during seven different decades.

"Richard is such an incredible asset to INDOT as a person and as an expert," said INDOT Director of Bridges Anne



Richard Van Cleave at his Central Office workstation (Photo provided by INDOT).

Rearick, Van Cleave's division director for the past two years. "INDOT will not be the same without him, and we wish him the very best in his well-deserved retirement."

Before the Roadway Standards and Bridge Standards groups merged in 2013, Director of Highway Design and Technical Support John Wright was Van Cleave's supervisor for six years.

"Richard's best characteristics are his attention to detail and common sense," said Wright. "He was a model employee and will be remembered as an instrumental figure in the history of INDOT road design."

Van Cleave's 57 years of service are the longest in INDOT history. "There sure have been a lot of changes since I started here," said Van Cleave, who added that the hierarchy of the ISHC was composed of all registered engineers when he was hired.

In retirement, Van Cleave will have more time to enjoy his family, which includes his wife, three sons and two grandchildren.



## Savings

### College Choice contributions change

Did you know September is College Savings Month? And Indiana's CollegeChoice 529 Savings Plans are celebrating by announcing their recent change in the minimum contribution. Hoosiers can now begin saving in the CollegeChoice Plans with as little as \$10 per contribution. Previously, the minimum amount to contribute was \$25.

Don't forget, state employees can save via payroll deduction as well for as little as \$10 per pay period. And every Hoosier that contributes to a CollegeChoice Direct, CollegeChoice Advisor and CollegeChoice CD Plan are eligible for a 20 percent state income tax credit based on your contribution, up to a \$1,000 credit per year!

Children with as little as \$1 in a college savings account are 2.5 times more likely to attend and graduate from a post-secondary education or training program. Help prepare for you or your child's future now and start saving at [www.collegechoiceplan.com](http://www.collegechoiceplan.com)

### Volunteer for the Outdoor Experience

The Ford Hoosier Outdoor Experience – the Midwest's largest outdoor recreational event – is searching for volunteers. The event is at Fort Harrison State Park in Indianapolis, Sept. 20-21. Volunteers are assigned to help in five-hour shifts with one of the many on-site activities. These include fishing, mountain biking, canoeing, an archaeological dig and more. [Sign up online!](#) For more information, contact volunteer coordinator [Cheryl Hampton](#), (317) 233-1002, or [check out the website](#) or [Facebook](#).

## The Torch

## Fund raising

### State Museum raising funds for field trips

As of August 25 the Indiana State Museum and Historic Sites is halfway to reaching the \$10,000 goal of its online crowd funding initiative to help cover free admission for all K-12 Indiana school field trip groups to the museum and 10 of the state's historic sites. The online component is the second phase to The Field Trip Fund, a campaign that has already raised \$20,000 from the public in the first phase.

The campaign, which ends September 8, is raising funds to meet a matching gift challenge from USA Funds, an Indianapolis-based nonprofit corporation that works to enhance postsecondary education preparedness, access and success by providing and supporting financial and other valued services.

There have been 282 donors as of August 25. The museum has setup a funding platform at [indianamuseum.org/donate](http://indianamuseum.org/donate).

Please visit <http://bit.ly/1pCf7xv> to view the campaign video. Your voice is as valuable as your donation. After giving, please share the link with others and let them know that they can make a difference, too. New Harmony State Historic Site is currently not participating.

For more information on The Field Trip Fund, please contact Charlie Shock at (317) 233-9911 or via [email](#).



On August 26, Governor Mike Pence presents P.E. MacAllister with the 2014 Indiana Sachem Award, Indiana's highest honor, in the Indiana War Memorial's Pershing Auditorium, named for MacAllister's namesake General John J. Pershing. To see more pictures of the Governor visit [www.in.gov/gov/2387.htm](http://www.in.gov/gov/2387.htm).

# Congratulations to the Steps Challenge team and individual winners!



Team Winner: **Office of Utility Consumer Counselor (OUCC).**

Members include:

- Duane Jasheway
- Takia Bland
- Scott Franson
- Randall Helman
- Edward Rutter
- Jeffrey Reed
- Susann Brown
- Cheryl Williams
- Daniel LeVay
- Theresa Davis
- Stacie Gruca
- Edward Kaufman
- Michael Eckert
- Robert Mork
- Alex Stippler
- Ray Snyder
- Abby Gray
- Anthony Swinger
- Scott Bell
- Barbara Smith
- Pradeep Sircar
- Charles Patrick
- Lorraine Hitzbradley

Average steps per person added up to 499,387 or 250 miles. They beat out the second place team, Horse Racing Commission, by only 7,000 steps!

Top performing individuals include:

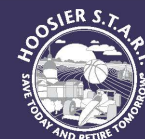
- Joseph Bell, INDOT Seymour District

Joseph is active marathon runner and averages between 10 - 20 miles per day.

Congratulations and thank you to all who participated!

In addition to our featured speaker, Hoosier S.T.A.R.T. representatives will be available to answer your questions and give you the chance to schedule an appointment. Please select the location that works best for you. We look forward to seeing you there!

## HOOSIER S.T.A.R.T. AND STATE AUDITOR SUZANNE CROUCH ANNOUNCE THE 2014 ANNUAL EDUCATIONAL DINNERS



featuring

**Peter Dunn**

host of The Pete the Planner show on 93 WIBC FM as well as the resident Fox59 News personal finance expert with a live presentation of



**MOCK RETIREMENT**  
in Indianapolis

**60 MINUTES TO CHANGE**  
all other locations

Indianapolis will also feature two pre-dinner workshops

### INVESTMENT OPTIONS

presented by Capital Cities

This workshop will allow you to learn more about the investment options offered through Hoosier S.T.A.R.T. Capital Cities will discuss how the investment options aim to benefit all participants, including those who are just starting out in their career and those nearing retirement. The goal of the workshop is to help you define which type of investor you are and what investment options might be right for you.

### PLAN RESOURCES

presented by Hoosier S.T.A.R.T.

Planning for retirement can present many challenges. This workshop will help you better understand the features, tools and resources available to Hoosier S.T.A.R.T. participants. Utilizing these plan resources and meeting with your Hoosier S.T.A.R.T. Retirement Plan Counselor can help you develop a strategy to overcome these challenges and reach your retirement goals.

### MOCK RETIREMENT

Tuesday, September 23  
Indianapolis Marriott Downtown  
Registration - 2:30  
Pre-dinner Workshops - 3:30-5:00  
Dinner - 5:30

### 60 MINUTES TO CHANGE

Wednesday, October 1 Wooded Glen Henryville Registration - 4:30 Dinner - 5:00	Thursday, October 2 The Bauerhaus Evansville Registration - 4:30 CST Dinner - 5:00 CST	Tuesday, October 7 Avalon Manor Merrillville Registration - 4:30 CST Dinner - 5:00 CST	Wednesday, October 8 Parkview Field Fort Wayne Registration - 4:30 Dinner - 5:00
---	--	--	--

Due to space limitations, this year's event is open only to employees enrolled in Hoosier S.T.A.R.T. and those employees interested in learning more about the program. [Click here](#) to register for the dinner in your area. For questions or help registering, contact Vicky Wright Hunt at (877) 243-4192 or HoosierSTART@att.net.

- [Click here](#) to download a copy of the invitation