

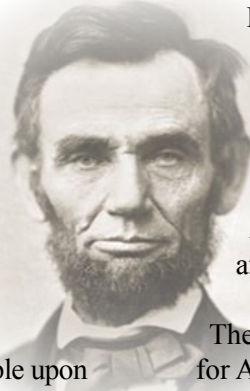


The Torch

The official newsletter for Indiana state employees

Honest Abe on display at Indiana State Museum

The Indiana State Museum opened two world-class Abraham Lincoln exhibitions in February. The first, *With Malice Toward None: The Abraham Lincoln Bicentennial Exhibition* comes from the Library of Congress and travels to just five U.S. cities.



The exhibit features the Bible upon which Lincoln and, most recently, President Obama took the oath of office. It also includes the contents of Lincoln's pockets the night he was assassinated; as well as letters, photographs, maps, sketches, political cartoons, period

engravings, speeches and artifacts from Lincoln's political career and presidency. This exhibit remains at the museum until April 11.

During February, signed copies of both the Emancipation Proclamation and the 13th Amendment will be on display; after February, they will rotate.

The second exhibition, *With Charity for All: The Lincoln Financial Foundation Collection*, tells the story of Lincoln, the man. The exhibit highlights artifacts that paint a picture of an ordinary man who rose to become, perhaps, the greatest leader in American history. This exhibit will

remain open until July 25.

"The two exhibits are full of more than 400 rare artifacts that tell stories about Lincoln's personal and political life. People really seem to relate to the personal items," said Kathi Moore, the museum's communications director.

There is no additional charge beyond museum admission to view these exhibitions, but advance timed-tickets are required, which are available by phone at 317.232.1637. For more information visit www.indianamuseum.org.



Dale Ogden, senior curator at the Indiana State Museum, readies for exhibit a patriotic banner that hung in Ford's Theater the night Lincoln was shot.

U.S. Census

Be part of the count this spring

Census forms will be delivered starting in March to every residence in the United States and Puerto Rico. The U.S. Census counts every resident in the United States, and is required by the Constitution to take place every 10 years. It's important stuff, so be sure you are counted.

When you receive yours, just answer

the 10 short questions and then mail the form back in the postage-paid envelope provided. Everyone is expected to return their completed survey by April 1, 2010.

Every 10 years, the Census Bureau takes a snapshot of our population, determining how many people reside within the nation's borders, who they

are and where they live. The results help determine your representation in government, as well as how federal funds are spent in your community on things like roads, parks, housing, schools and public safety.

Find out more at www.census.indiana.edu/

UNITED STATES CENSUS

2010 APRIL 1, 2010
Indiana

Complete and mail your
Census form.

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Submit your story ideas in an e-mail to:
spdcommunications@spd.in.gov



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Part 1 of a 2-part series

What's real and what's not about healthy eating

Myth #7 – You should never eat fast food

Reality: You might be happy to know that healthier options are available today at most fast food restaurants. Burger joints are now offering more grilled or roasted items, fruit and vegetable side orders, salads, whole-grain buns and low-fat yogurt desserts, among other healthful choices. If you like fast food with a cultural flair, try soft corn tortilla tacos with chicken, diced tomatoes, salsa and cooked pinto beans. Just hold the extra cheese and sour cream. Or perhaps choose chicken lo mein with steamed vegetables.

Try choosing fruit juice, peanuts or frozen yogurt at the stop-n-go store. Always remember to balance your eating plan by not relying on quick food service options too often.

Myth #6 – Starches are fattening

Reality: Not true. Complex carbohydrates, which include starches, are very healthy foods that are loaded with fiber, vitamins and minerals. Starches provide your body with energy. They are not high in calories, fat or cholesterol unless they're eaten in large amounts and prepared with high-fat ingredients like butter and mayonnaise. Potatoes, rice, pasta, bread, beans and certain vegetables (yams, squash, sweet potatoes, carrots, etc.) are all good examples of healthy starches.

Try to balance the number of starches you eat at meals with other less-starchy carbohydrates. For example: instead of eating sweet potatoes, lima beans and cooked carrots at dinner, perhaps choose the sweet potato with some steamed broccoli and cauliflower.

Source: American Diabetes Association

Myth #5 – Skipping meals makes you lose weight fast

Reality: Actually, the opposite can be true. While you might lower the number of calories you eat in a day, your body works less efficiently without food. Your energy gets zapped, your metabolism slows down and you miss important nutrients that your body needs to fight disease and stay well. Plus, you'll probably be hungrier by the next meal time and you may be more inclined to overeat or make high-calorie/low-nutrient choices. Overeating and a slower metabolism can contribute to weight gain.

Try to eat regular meals that include five to nine servings of fruits and vegetables each day, as well as a variety of nutritious choices from all the basic food groups. Eating high-fiber/low-fat meals and exercising 30 to 60 minutes most days of the week are very healthful ways to lose weight.

Sources: National Cancer Institute - <http://www.5aday.gov>, Department of Agriculture, www.mypyramid.gov and www.nutrition.gov

This information is intended for educational purposes only and should not be interpreted as medical advice. Please consult your physician for advice about changes that may affect your health.

Next month we'll round out the top myths about healthy eating.

Employee health coverage

Health-wise, we have room for improvement

High claims costs submitted to the state for state employee health coverage in 2009 increased to a count of 360, a growth of more than 50 percent from 2008 claims. These costs now represent 21 percent of the state's total claims utilization. Growth in the high claims costs was the single drive for the greater-than-expected increase to the state's 2010 health care plans.

Any claim that is greater than \$100,000, whether it occurs within one year or spread over several, is considered a high claim. These costs (\$87.59 per month, per member) are approximately twice the state's costs for the five major disease categories.

The five major disease categories include asthma, chronic obstructive pulmonary disease (COPD), congestive heart failure, diabetes and coronary artery disease (CAD). In addition, the medical cost trends of state employees continue to exceed Anthem's benchmarks in all categories, except our penetration of generic drug usage.

The Trust for America's Health, a non-profit organization that advocates for disease prevention, has compiled key facts that compare the health of Hoosiers (and not just state employees) with other states. How'd we do?

- Obesity rates – 27 percent of adult Hoosiers are obese, making us the 16th fattest state in the U.S.
- Hypertension – 28 percent, which means we're #19
- Diabetes – Nine percent, only 14 other states had a greater percentage of citizens being treated for diabetes
- Adult physical activity – 26 percent, which means Hoosiers are ranked 12th worst in the country
- Obesity among high school students – 14 percent (the average

(Continued on pg. 7)

Budget forecast – cloudy, gray skies to continue

About this time last year, we started telling you about the fiscal conditions of various states in the U.S. It has not been a pretty picture.

This week we learned that most states whose fiscal year will begin in July, “will be the most difficult to date.” That finding was the result of a survey of 45 states released at the winter meeting of the National Governors Association.

Altogether, our 50 states need to drum up a collective \$18.8 billion in order to balance their budgets for the rest of the 2010 fiscal year, according to stateline.org. Already an estimated \$53.6 billion in deficits is staring in the face of the fiscal year 2011 budgets.

The author credits Indiana’s Office of Management and Budget with making our state government more efficient by scrutinizing operations and streamlining the structure. “Indiana is unique in that it took on these issues in 2005. As a result, its fiscal outlook is healthy, while many of its neighbors are in fiscal meltdown.”

While revenues for the state of Indiana are below forecast, *Governing* magazine lauded the leadership of Governor Daniels: “While most states were caught flat-footed by economic events, Indiana met the recession from a position of strength. For example, in 2006, Indiana received \$3.8 billion from investors in exchange for the right to operate the 157-mile Indiana Toll Road for the next 75 years. Not only is that a price that’s unlikely attainable today, it also helped Indiana fund needed infrastructure without raising taxes (February 2010 issue).”

Some states are up a creek without a paddle, having used up both federal stimulus monies and rainy day funds. The governor has determined that the best use for Indiana’s built-up reserves will be to help the state navigate the next 1½ years. Governor Daniels, in his state

of the state address, recognized that most other states have already depleted their rainy day fund.

Among those states who have tapped out their accounts include Alabama, Arizona, California, Connecticut, Maine, New Jersey, Ohio, Oklahoma and Pennsylvania. In order to help eliminate budget shortfalls for fiscal year 2010, 16 states relied on reserves. Couple that with 25 states who did the same thing during fiscal year 2009 and that leaves only nine states with balances in their rainy day accounts. In addition, states during 2009 received billions of federal stimulus dollars, which is nearing extinction. That well is expected to run dry by 2012.

At least three states, Arkansas, Kansas and Montana, have never established a rainy day fund. Kansas is considering implementation of one. The states without rainy day funds are cause for concern, because many of them are banking on the federal stimulus dollars. That will soon come to an end.

Governing magazine cautions that the flow of federal money to state governments has created a “false sense of calm.” The author suggests that smart leaders, and he includes Governor Daniels in that category, get ahead of the financial tsunami and take the high ground. “It’s a lot better to get ahead of a crisis than to wait to be engulfed in an incoming flood of red ink.”

Take part in DNR photo contest

May is Historic Preservation month and the DNR Division of Historic Preservation and Archaeology is sponsoring the 6th annual Historic Preservation Month photo contest. Entry deadline is April 9.

For contest rules and an entry form, go to www.in.gov/dnr/historic/3994.htm.



Governor Mitch Daniels met with former state representative Carolene Mays of Indianapolis after announcing her appointment to the Indiana Utility Regulatory Commission. Mays served in the Indiana House of Representatives from 2002 to 2008 and sat on the committees for Small Business and Economic Development, Ways and Means and Public Health. She is currently the publisher and president of the Indianapolis Recorder newspaper and the Indiana Minority Business magazine. She also serves on the board of directors for the Indianapolis Chamber of Commerce, Marion County Capitol Improvement Board and Peyton Manning’s PeyBack Foundation, among others.



Original artwork by Jerry Williams

State taxes

I-File provides win-win for both state and taxpayer

It's that time of year again – time to file your Indiana individual income taxes. That means it's time to use I-File, the state's fast, friendly and free online tax-filing program.

Last year more than 152,000 taxpayers used I-File, a 30 percent increase in new users over 2008. And the numbers keep growing. In fact, last year approximately 65 percent of all Indiana income-tax filings were completed through some form of electronic filing method.

I-File satisfaction and recommendation levels are also holding their own. I-File customer satisfaction surveys of more than 6,000 taxpayers who used I-File over the past three years have revealed these results:

- 92 percent were satisfied or very satisfied with their I-File experience;
- 95 percent said they would likely or very likely use I-File in the future; and

- 94.9 percent would recommend I-File to a friend or family member.

In addition, customer compliments have come in already this year, with some taxpayers even posting their comments to the Indiana Department of Revenue's

save taxpayer dollars on the whole. "It costs DOR approximately \$2.3 million operationally to process about 1 million paper returns, but it only costs our agency about \$150,000 operationally to process about 2 million returns electronically," said DOR Public Relations Director Stephanie McFarland.

INDIANA DEPARTMENT OF REVENUE



I-File helps the state to operate more efficiently and effectively. "When a return is filed electronically, it goes directly into our system," said McFarland. "It's a big benefit to the taxpayer, too, because about 20 percent of paper returns have errors, whereas 99 percent of electronic returns are error-free."

(DOR) new Facebook fan page. "This is my fifth year using I-File - easy and fast," said taxpayer Paul Friesen recently in a public comment on DOR's page.

Hoosiers who file electronically help to

Refunds also come quicker when associated with returns that are filed electronically. Refunds last year from electronically filed returns where the taxpayer also was set up for direct deposit arrived in four to seven business days.

2010 performance goals

Performance management involves us all -- everyday

New Year's resolutions are probably long gone for most of us. So is Fat Tuesday. Now it's time to get serious about some goals. Performance goals. Measurable performance goals.

It is time for managers to meet with staff to develop measurable goals for 2010, based on the agency mission

and objectives. It is an opportunity to get inspired about the promise of a new year, about your agency's mission and your ability to contribute your energies toward accomplishment of that mission. Every year, agencies



strive for continuous improvement and should be setting more aggressive goals in terms of results for the agency and accomplishments for individual contributors.

Each employee at every level of the organization should participate in the performance management cycle. As we refine plans for 2010, consider questions such as:

- Is there anything about my management team's expectations of me that has not been clear in the past?
- How will I know when my efforts are meeting expectations?

- Are there any areas of my work life where I believe I need improvement or assistance to meet my individual goals?
- What goals do I personally have for this year?
- In what ways do I want to develop professionally this year?

Answering these questions will help you attain the personal and professional development that you seek. Discussing the answers with your manager will provide a roadmap for your 2010 work profile that will better align your goals and performance with the agency's goals and performance. Together, this process will achieve the continuous improvement the state seeks.

What is the difference between a

(Continued on pg. 7)

Yes we can help hungry Hoosiers

The second annual IndiCANa competition was a success! As the signature event for the statewide Hoosiers Helping Hoosiers food drive, IndiCANa is a structure building contest with cans and other non-perishable food items.



Fourteen teams gathered in the Government Center South atrium to build structures relating to Indiana or the food drive. Judges First Lady Cheri Daniels, Terri Stacy of WIBC and Carrie Perry of Gleaners Food Bank evaluated structures on originality, construction and amount of food items used. The communications division of the Department of Natural Resources took top honors with their "CANoe."

"This event is a great way to generate excitement about the Hoosiers Helping Hoosiers food drive,"

said First Lady Cheri Daniels. "I was delighted to see so many state employees not only participate, but also come to offer their support and donations."



More than 3,300 non-perishable food items were donated to Gleaners Food Bank at the conclusion of the event.



From top: 1) First Lady Cheri Daniels and WIBC's Terri Stacy inspect the Adjutant General's structure. 2) Look closer! This display by DNR's Water Division reveals a helping hand. 3) IDOA's Colts CANatics were still in midseason form. Two other teams had similar ideas. 4) Last year's champs CANputer Support from IOT built another gem titled Erase Hunger. See it's a pencil and the cans of tomatoes the eraser...you get the idea!



The winners from DNR started with the base of the canoe (top left) and then it started to take shape. The team is pictured with the First Lady. From left are Rebecca Mauser, Jessica Sparger, Daniels, Andrea Jones and Dawn Krause.

Around the state

DNR biologist presented with national lifetime award

Indiana Department of Natural Resources (IDNR) biologist Steve Backs was recently presented with a lifetime achievement award by the National Wild Turkey Federation (NWF) at its national convention in Nashville, Tennessee.



Steve Backs

Backs, a member of the DNR Division of Fish and Wildlife, was one of two men receiving the Federation's Wayne Bailey Lifetime Achievement Award. Backs has been intimately involved with the restoration of the state's wild turkey population.

"Indiana hunters largely owe the opportunity to enjoy their sport within state lines to Steve and his lifetime body of work," said Robert E. Carter Jr., DNR director.

Backs has spent 31 years dedicating his career to quail, wild turkey and grouse research and conservation. During that time, the number of wild turkeys in the state has increased dramatically. Its number of turkey hunters has grown

from fewer than 1,000 to more than 60,000.

In 1996, Backs was honored as the IDNR's Division of Fish and Wildlife Biologist of the Year. During his career, he has received several other service awards.

"Steve has steadily produced quality research and insight into upland bird biology, from turkeys to quail and grouse," said Robert Abernethy, NWF's assistant vice president of agency and outreach programs. "He has authored more than 350 internal reports and published more than 20 technical manuscripts. Upland bird biology wouldn't be what it is today without his contributions."

The award's namesake was a pioneer in the restoration of wild turkey populations.

"Wayne Bailey accomplished so much in his career and everyone looked up to him," Backs said. "To receive an award named after one of my mentors is truly humbling."

PERF investments staffer recognized among top in nation

Investment team member, David Cooper, of the Indiana Public Employees' Retirement Fund (PERF), has been named among the top young public funds investment professionals in the nation.



David Cooper

Cooper, 36, was selected by the business editors of Institutional Investor News as one of 12 "Rising Stars of Public Funds." These individuals are recognized as up-and-coming professionals poised to be future thought leaders of the industry.

Nominated in association with

Institutional Investor's Money Management Letter, those recognized must be 45 or younger, have at least seven years of industry experience and have achieved a high level of success to date.

Cooper is PERF's deputy chief investment officer and is responsible for the fund's investments in fixed income and real assets. Since joining PERF in 2007, Cooper and his team have worked to make significant changes to PERF's portfolio through diversification, risk management and the addition of investment managers.

Employee continues to help others

Some state employees keep giving service to their fellow Hoosiers long after they end their employment with the state. One such employee was Carol Conrad.

A family case manager (FCM) with the Department of Child Services (DCS) for 15 years, Conrad's last assignment was with the department's Miami County office. It was there that co-worker, Brooke Rentschler, got to know Conrad.

"Carol Conrad was a dedicated FCM that went above and beyond the call of duty. She was also someone that we sometimes took for granted," she said. Rentschler added that Conrad gave of herself every day and has touched an untold number of lives.

Conrad retired from the state in May 2009. Shortly after she retired, she was diagnosed with ovarian cancer. It was in the advanced stages and in November of that year, she died.

Her compassion for her job and the people she served was no more evident than when she told her husband she did not want flowers at her funeral. If people wanted to give something, they should donate to a clothing fund that she wanted to set up.

As a result, the Carol Conrad Memorial Fund was established to purchase necessities for children and/or families who are legally involved with the Miami County DCS offices. A link to the site can be found at: www.nicf.org/miami/funds.html (Look under the Non-Permanent Funds listing). In addition, the Miami County DCS offices are accepting new clothing for families in need.

Rentschler eagerly pointed out that Conrad's true nature is reflected with the fund, as, even in her death, she continues to give.

Give Marsh your tired, expired prescriptions

Take your unwanted medicines to a local Marsh Pharmacy and help keep Indiana's lakes and streams healthier. Marsh is once again teaming up with the Indiana Department of Environmental Management (IDEM) to properly dispose of various pharmaceuticals, including prescription and over-the-counter medications.



- alcohol
- mixed medications or medications in alternate containers
- medical or household chemicals
- inhalers
- business waste

When turning in prescription bottles, remember to leave the name of the medication visible on the label but use a heavy marker to black out personal information, such as name, address and account number. To locate a Marsh Pharmacy location, visit www.marsh.net

Marsh Pharmacies will be accepting unwanted pharmaceuticals at their 41 locations from 9 a.m. to 5 p.m. on Saturday, March 13, and 11 a.m. to 5 p.m. on Sunday, March 14.

Because wastewater facilities are not designed to handle the chemicals in medicines, pouring them down the drain means they will be discharged, untreated, into our lakes and streams. Throwing pharmaceuticals in the garbage also poses a hazard because pets and children can be poisoned as a result of accidental ingestion. In addition, patient information displayed on discarded containers increases the risk for identity theft. This special collection gives Hoosiers the opportunity to properly dispose of expired or unwanted over-the-counter and prescription medications.

Pharmaceuticals that will be accepted include:

- prescription medications
- over-the-counter medications
- vitamins and nutritional supplements
- veterinary medications
- sharps or needles in resealable hard, plastic containers

Items that will not be accepted include:

- controlled substances
- hazardous, poisonous or toxic substances
- flammable liquids containing

Additional information about pharmaceutical and household hazardous waste disposal can be found on the Indiana Department of Environmental Management's recycling Web site at www.recycle.IN.gov/6141.htm

(Continued from pg. 4)

Performance management involves us all

performance appraisal report and performance management? An appraisal report is a document that reviews one person's performance over a specific period of time.

Performance management is the daily application of the flywheel principle to state government. The flywheel principle holds that if everyone is pushing in the same direction, even if some of the pushes are small, then the wheel will move in the chosen direction and the goal will be accomplished.

Performance management calls for

- Setting goals that clearly tie your individual performance to the goals set by top management,
- Checking regularly that your steps are moving in the right direction to achieve those goals and
- Making course adjustments as necessary.

Goal setting, regular checks and course adjustments are the responsibility of

(Continued from pg. 2)

Health-wise, we have room for improvement

- percent across the U.S. was 13)
- Obesity and overweight rate in children between the ages of 10 and 17 – a whopping 30 percent.
- Medical costs of obesity, per capita for Indiana was \$264, which bested the average cost in the nation at \$258.

Now that we have the numbers, what can we do? As state employees, we are encouraged to get ahead of the cost curve today – utilize the free programs offered to state employees by our health care providers.

Start by checking into Anthem's ConditionCare initiative. Call toll-free 888-279-5449 to learn more about taking advantage of opportunities to improve your life and stretch your paycheck by not having to file high cost claims.

every employee and manager. One method of checking and adjusting is to use the interim performance appraisal report as a mid-year snapshot. This snapshot provides an oversight of where the agency and the employees stand in relation to progress toward their goals.

A mid-year interim appraisal is very useful tool in several respects:

- It will help provide feedback on precisely how each employee and the agency have progressed toward the goals,
- Allow time to make any mid-course corrections and
- Bring to the manager's attention any matters with which individuals may need assistance.

Check out information about the performance management process at the State Personnel Department's (SPD) Web page at www.in.gov/spd/2394.htm Supervisors and managers should check out SPD's training Web site at www.in.gov/spd/2366.htm

Daylight Savings Time

Get ready to spring ahead an hour

The second Sunday in March sets off a week of spring activity. We start with that Sunday, March 14, when Daylight Savings Time begins. That calls for us to spring out of bed an hour earlier.

Then on the Wednesday of that week, March 17, we observe St. Patrick's Day. The week rounds out on Saturday, the 20th, which is the first day of spring. The bad news? No holidays in there.



Kudos to a bunch of losers

The Office of Medicaid Policy and Planning (Family & Social Services Administration agency) boasts about 30 employees who are losers. Together these folks have undertaken a "Biggest Loser" challenge. Their mission: to become physically fit in 2010.

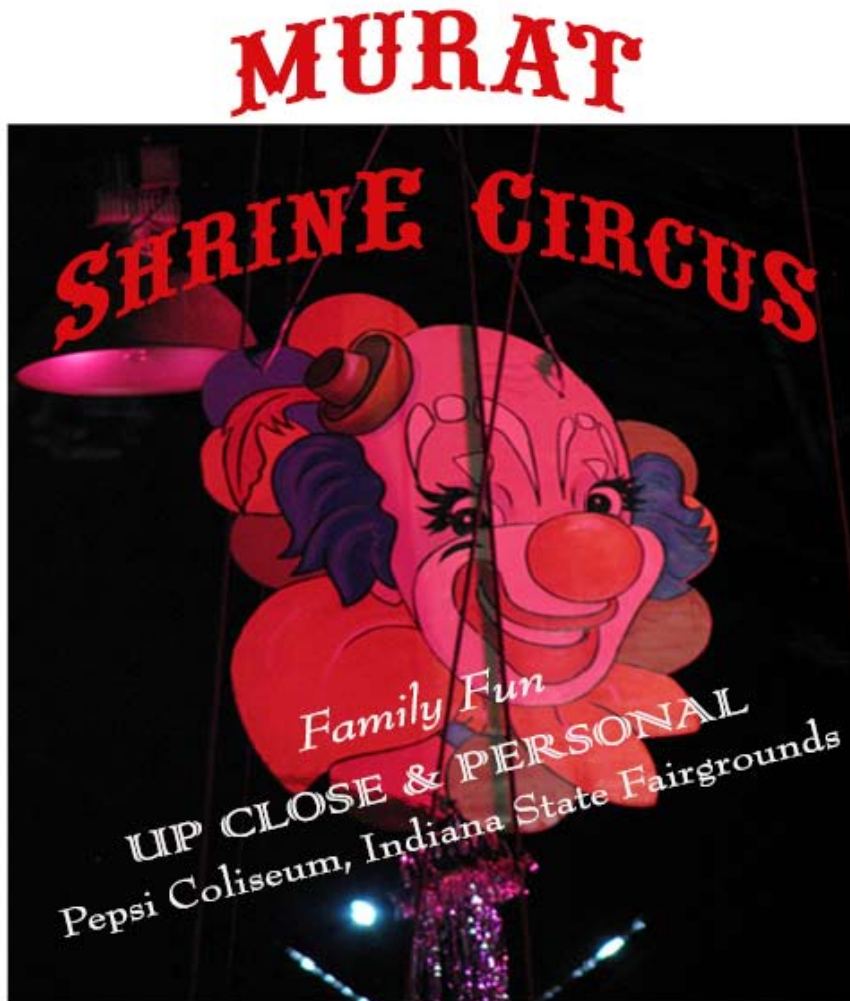
Teams are made up of two to three members. The members encourage one another, offer tips and share healthy recipes. There is diversity among the group – some follow the Weight Watchers program, others do South Beach, some walk the tunnels at lunch, others do stairs instead of the elevators.

Then there are the saboteurs – the ones who put chocolate on the desks of their competitors or worse, Girl Scout cookies on their keyboards.

Still, the results are there. In the first three weeks of the competition, the group had an overall weight loss of more than 100 pounds. The contest will continue through March when the Biggest Loser will be named. The winning pot for the losers is the \$5 entry fee each person donated. That money will be given to the Biggest Loser's charity of choice.

Tina Smith, a loser, admits that it has been challenging. "Just trying to stay on track in the midst of Girl Scout cookie time and the stress that comes our way with our jobs makes it difficult to stay focused on weight loss," she admitted.

Smith said the group's goal is not just for themselves, but "we hope our commitment to be healthier in the new year will encourage other agencies to compete as well." She continued: "If we are healthier, then our employee health care costs will be down and we can save the state some money, which is the number one goal this year."



PUBLIC SAFETY NIGHT
FRIDAY, MARCH 5, 7:00 PM
TICKETS \$5.00

For further information or to purchase tickets:
INDIANA STATE POLICE
IGCN - 3rd floor, west elevators
Operations Desk 317-232-8248
or Indiana State Police Museum 317-899-8293



ALWAYS CALL BEFORE YOU DIG



One free, easy call gets your utility lines marked AND helps protect you from injury and expense.

**Safe Digging Is No Accident:
Always Call 811 Before You Dig**

Know what's below. Always call 811 before you dig.
Visit call811.com for more information.

