



The Torch

The official newsletter for State of Indiana employees

AUG 2024

Get ready for SECC

The 2024-25 State Employees' Community Campaign begins on September 12! SECC is the State of Indiana's yearly campaign that gives employees the opportunity to support charities of their choice through payroll deductions and by participating in a variety of events. Last year, the campaign raised almost \$1.5 million through the generosity of state employees. There's an incredible group of Coordinators already hard at work behind the scenes and there will be plenty of opportunities to get involved in this year's campaign. To kick it off, there will be two main events:



- **Charity Fair: Thursday, September 12 from 10:30 a.m. to 1:30 p.m. in Robert D. Orr Plaza**
- **Paddle Battle: Friday, September 13 at the canal near the IGC-N Cafeteria at 11:30 a.m.**

The Charity Fair will take place alongside the Statehouse Market and feature dozens of local charities—stop by on your lunch break and learn more about the work they're doing. And if you want to see teams of state employees racing paddle boats down the canal, Paddle Battle is the place to be. Stay tuned for a full schedule of events including the basketball tournament, cornhole tournament, virtual silent auction, NEW pickleball competition and more. Registration emails will go out later this month and you'll receive weekly emails with event reminders. The campaign will run from Thursday, September 12 until Friday, November 8.

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The Torch is published monthly by the Indiana State Personnel Department and is available online at on.in.gov/TheTorch.

Got a story?

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

X



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Visit state agencies at the Indiana State Fair

Bureau of Motor Vehicles (BMV)

The BMV will have a full-service branch and self-service kiosk available for customers to complete transactions August 2-18 in the Mercantile Building at the State Fair. Visitors can enjoy a prize wheel, RSI motorcycle simulator, and more activities when they visit the booth. Look for the BMV tent on State Fair Boulevard on BMV Day, August 8. Discount tickets can be purchased by downloading the voucher at in.gov/bmv.

Indiana Civil Rights Commission (ICRC)

On August 6 ICRC will have an outreach table from 9 a.m. to 9 p.m. outside of the Indiana State Fairgrounds West Pavilion. Stop by to learn more about their agency's mission to "enforce the Indiana civil rights laws and provide education and services to the public in an effort to ensure equal opportunity for all Hoosiers and visitors to the State of Indiana."

Indiana Criminal Justice Institute (ICJI)

ICJI will have its Rule the Road Indiana booth at the Indiana State Fair. The booth is in the area of the 4-H buildings on the north side of the fair and activities include impaired driving/distracted driving simulations, fatal vision goggles, a rollover simulation, seat belt challenge (who can buckle up the fastest) and the seat belt convincer.

Indiana Department of Environmental Management (IDEM)

From August 2-18, IDEM will showcase popular topics from the Offices of Water Quality, Air Quality, and Land Quality at a booth in

the DNR building. IDEM will highlight a different program weekly and provide fairgoers with information on important topics of interest through handouts and activity sheets. Hoosiers will be able to test their knowledge of the environment by playing interactive Kahoot trivia games. Look for giveaways made from recycled content including pencils, reusable straws, shoelaces and reuseable tote bags (while supplies last)!

Indiana Department of Homeland Security (IDHS)

IDHS will have a booth outside the Agriculture Horticulture Building from August 13-17. They will have giveaways like emergency planning flipbooks, firefighter hats for kids, small first aid kits and more! Don't forget about Military and First Responder day at the Indiana State Fair! On August 7, first responders, current and former military members and their families will receive free admission with a valid ID.

Indiana Department of Natural Resources (DNR)

From August 2-18, DNR will have a variety of events at the fair. Experts will be available to answer your nature-related questions at the Natural Resources Building and live animals can be viewed at the backyard amphitheater. The Fishin' Pond, fluttering butterfly gardens and more will also be offered and on Natural History Day (Aug. 15), DNR and its partners will offer a new variety of programs, including



IND STATE FAIR 2024

The Art & Nature of Fun

PRESENTED BY NEWFIELDS

presentations on archaeology, geodes, fossils and more. For a complete listing of DNR activities at the fair, visit dnr.IN.gov/statefair.

Indiana Department of Transportation (INDOT)

The INDOT booth will be located inside the Mercantile building from August 2-18 and has a space outside on State Fair Boulevard for their sponsorship day on August 17. They'll have interactive displays and educational pieces to highlight current projects, initiatives and ongoing processes within the agency. These activities include trivia, a prize wheel, a selfie station and more. Their goal is to educate Hoosiers on the ins and outs of why they do what they do and provide in-depth responses to inquiries or concerns. They'll also be giving out free items like bike helmets (they gave away nearly 12,000 last year!), frisbees, phone holders and more.

Visit the Indiana State Fair
website >

Governor's Summer Interns look ahead to next steps

The Governor's Summer Interns have worked on some amazing projects over the course of the summer and will soon be on to their next adventures. Below are a few highlights from their time with the State of Indiana. Be sure to check the Work For Indiana social media accounts for additional highlights in the coming weeks.



"I have had the opportunity to follow along on inspections of facilities, including car engine plants, label factories, and the package-printing plant for Oreos and Chips Ahoy. I also complete[d] Annual Compliance Certification (ACC) Report Reviews, which assess and investigate whether a source complied with their air permitMy favorite part of the internship has been both the hands-on knowledge of the implementation side of environmental policy." - **Erin Gordon (left), Indiana Department of Environmental Management.** Erin will return to Indiana University this fall to continue studying law and public policy with a minor in environmental management.

"I've had the ability to work on the On-Ramp Creative Entrepreneur Accelerator which included a trip to Terre Haute and the Institute for Creative Teaching conference that took place in Lebanon, Indiana." -

Victory Sampson (right), Indiana Arts Commission. The entrepreneur program helps artists create business plans based on their creative pursuits and provides funding to put them into action for select applicants. Victory will be returning to Butler University to study psychology, linguistics and communications this fall.



"One of my main projects this summer is reviewing the State Disaster Relief Fund program—which offers Hoosiers aid in the time of disaster. I worked on a presentation that examined how the fund would work given different scenarios across the state." - **Eden Krumholz (left) Department of Homeland Security.** Eden graduated from Florida State University in May and will be moving to London for six months to be a Program Assistant for FSU London.

"I've had the incredible opportunity to work on a diverse range of projects, from creating engaging social media content to assisting with policy development. One of my proudest achievements has been curating a comprehensive collection of articles, LinkedIn Learning videos and Udemy courses to enhance training for managers within the agency." - **Elizabeth Conley (right) Indiana Office of Technology.** Elizabeth will be returning to Indiana University in the fall to continue studying community health, political science, and law & public policy.



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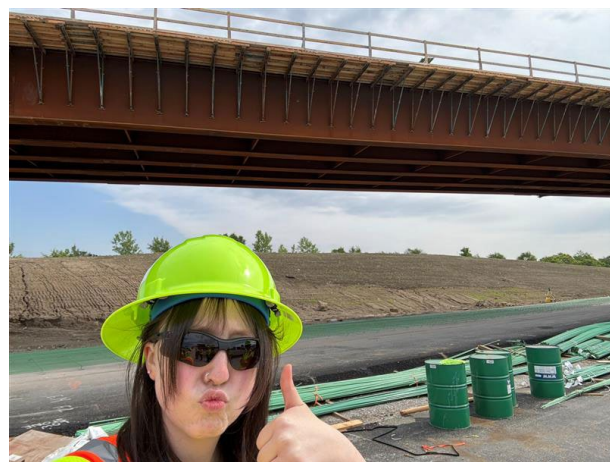
Governor's Summer Interns look ahead to next steps

"I think one of my favorite things is all of the different places I have gotten to travel for the internship this summer. In May, I traveled to Cincinnati to help promote Indiana to people from Ohio. I also have had the chance to travel to many different cities throughout Indiana." - **Hannah Baer (right) Indiana Destination Development Corporation.** Hannah also enjoyed learning about data analytics for her team's social media posts. She'll be returning for her final year at Butler University this fall to complete her degree in strategic communication with a minor in Spanish.



"I've loved getting to see positive change come to the communities of my home state. Whether it's an affordable housing project or an anti-loneliness initiative, the work that OCRA and its partners do makes Hoosiers' lives better. As an intern, I've had several opportunities to travel and meet the local government leaders who are managing these projects on a municipal or county scale. Seeing their passion and positive impact has been very inspiring." - **Abby Hanson (left) Office of Community and Rural Affairs.** Abby has contributed to the Stellar Pathways Program which is a multi-agency initiative that helps rural communities achieve community and economic development. She'll be continuing her Master's of Public Affairs program at Indiana University this fall.

"The single most exciting thing I've done is visit the ORX [Ohio River Crossing] site down in Evansville. Seeing archeologists actively working to uncover an Indigenous site was so rewarding and an experience I will take with me forever. As an Early American historian, I still can't believe I actually got to see that!" - **Haley Martin (right) Indiana Department of Transportation.** Haley also worked to determine if INDOT owned garages had potential for the National Register of Historic Places and will graduate from West Virginia University in December with an M.A. in Public History.



"This summer, I have been researching potential changes to tax policy and analyzing the economic impact of adopting such changes...Even though my role is a small part in the large machine, it feels great to be part of the cogs of change that will benefit Hoosier taxpayers and businesses!" - **Dylan Shutte (left) Indiana Department of Revenue.** Dylan's favorite part of the internship was meeting with state government officials like Tax Court Judge Justin McAdam and he'll return to Indiana University this fall to continue studying policy analysis, economics and political science.

BOAH goes to camp: Boiler Vet Camp

Someone might say that the Indiana State Board of Animal Health (BOAH) is taking employee recruiting to a new level—and starting early!

Each June staff members from BOAH lead a session for the 50 kids enrolled in Junior Boiler Vet Camp (BVC) to introduce them to the agency and regulatory veterinary medicine as a future career option. The 15-year partnership with Purdue University's College of Veterinary Medicine has yielded at least one BOAH employee, who has fond memories of attending camp years ago.

Junior Boiler Vet Camp is a week-long experience on the West Lafayette campus in which seventh and eighth graders get a feel for veterinary school and learn about the wide range of careers in veterinary medicine and animal health.

One day of camp features a trip to Indianapolis to spend the morning touring the zoo's animal hospital. After lunch, BOAH hosts a session called "The Amazing Trace" that features five interactive learning stations—one focused on Biosecurity and Personal Protective Equipment plus each of the agency's four mission areas: Animal Care, Animal Health, Food Safety and Disaster Preparedness.

"We try to give the campers a taste of the work our veterinarians, animal health specialists and inspectors do to ensure our food supply is safe and Indiana's animal population stays healthy and well-cared for," said Denise Derrer Spears, BOAH's Public Information Director.



Director of Investigations Jennifer Price and District 6 Veterinarian Melissa Justice, DVM lead campers through an animal welfare investigation and teach about body condition scoring of horses.

The campers learn how milk and dairy products are tested to ensure they are free of antibiotic drug residues before gloving-up to inspect a liver and kidneys from a cow or pig to determine if the animal was healthy at slaughter. They learn from a BOAH veterinarian how to conduct an animal neglect investigation and assign body condition scores to horses and pets.

Campers see how individuals and communities can make plans to help animals if a large-scale disaster, such as a flood, happens. At a very interactive station, they are deputized as foreign animal disease diagnosticians to collect various samples from a (toy stuffed) sheep for laboratory testing.

Finally, the campers practice suiting-up in full PPE for good biosecurity when entering a farm to test chickens for avian influenza.

Campers take this station to the next level when they "disinfect" each other with super-soaker water guns, which adds to the fun on a hot afternoon.

"Regulatory veterinary medicine is not like traditional practice. BOAH veterinarians are not seeing animals in a clinic or treating them for injuries or illness," Derrer Spears explained.

BOAH's veterinarians work with private veterinarians, farmers and animal owners to investigate potential high-consequence diseases that could impact animal and/or human health, as well as the food supply and the economy. The response is often at the broader farm-level more than focused on individual animals.

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Valentino: From prison pup to DOC darling

State of Indiana employees are used to giving back. They spend their days supporting Hoosiers across the state and for some, their work comes with a higher level of stress. For example, staff at the Indiana Department of Correction communication centers work long shifts reviewing Critical Incident Reports, doing background checks on sex offenders and monitoring parole situations. The nature of their essential work can take a toll, and some find that having an emotional support dog around helps tremendously. Enter Valentino.



Currently one and a half years old, Valentino (Tino) was raised by the incarcerated individuals at Madison Correctional Facility as a part of the ADOPT (A Dog on Prison Turf) program. The women train the dogs and work with them 24/7. They are trained to leash walk, follow basic commands like sit, stay, and down, and they work on housebreaking. Viridiana Benitez, a communication supervisor for the Department of Correction's Dispatch, IDACS, and Operations (DIO) Center team, adopted her dog Tino when he was just seven weeks old. Originally, they were inquiring with DOC about making him a drug sniffing dog or cellphone dog. However, he and Benitez had such a strong connection that they didn't want to be separated. Instead, Tino began accompanying Benitez to work and providing emotional support to the DOC staff working in the communication center.

Staff can take Tino for a walk, play with him or just give him some love—and Tino reaps the benefits too. He gets to socialize and go on his daily “treat round.” According to Benitez, “He’ll go straight to the elevator” and sit patiently in front of it. He knows exactly where to go and who to see. When Tino and Benitez walk through the building, a lot of people will stop and say hello to him – “Everybody knows Tino.”

Sometimes Tino, who is still a puppy, does need a break from coming into work. But after one day off, Tino misses his people and is ready to come back. As more correctional facilities and agencies recognize the benefits of emotional support dogs, there's hope that these programs will become widespread. Valentino is just the beginning. If you're interested in adopting or learning more about the ADOPT program, [check out their website here](#).

Article by Joanna Thornburg, Indiana State Personnel Department

ICJI Research Division honored at national conference

The Indiana Criminal Justice Institute's Research Division was recently honored at the 2024 Justice Information Resource Network Member Meeting. The division received the 2024 Douglas Yearwood Award in the Small SAC Division of the Research/Policy Analysis category for their *Examining Racial and Ethical Disparities in the Juvenile Justice System in Indiana: A Comprehensive Analysis* report.

According to the [ICJI website](#) “this report aims to delve into the landscape of racial and ethnic disparities within the juvenile justice system, specifically in Indiana, shedding light on the extent and consequences of these inequities. Indiana, like many states, grapples with a complex set of factors that contribute to differential treatment and outcomes for minority youth involved in the juvenile justice system. Understanding and addressing these disparities is imperative for ensuring the development of appropriate policies and interventions that safeguard the rights and futures of all juveniles.”

The award ceremony took place in Las Vegas during the conference in July.

[Read the report here >](#)

Employee Education Opportunities: Ivy Tech Achieve Your Degree

The State of Indiana is proud to offer a variety of education partnerships and discounts to give our employees the opportunity to further their education. This month we're highlighting Ivy Tech's Achieve Your Degree Program:

Through the Achieve your Degree (AYD) partnership, employees can apply, enroll and take courses at Ivy Tech Community College without having to pay tuition expenses upfront and then later applying for reimbursement from the state. This partnership will allow the state to pay Ivy Tech directly upon an employee's successful completion of a course in order to remove financial barriers to education.

The Achieve Your Degree Program offers state employees access to more than 70 academic programs at Ivy Tech Community College, as well as opportunities to receive associate degrees, short-term certificates and workforce certifications in various fields. Additionally, Ivy Tech's Ivy+ Tuition and Textbooks model provides students with easy, low-cost textbooks and flat-rate tuition for students who enroll in more than 12 credits.

[Learn more and find application details here >](#)

Many state employees have already participated in the program and this is what a few of them had to say:

"I decided to complete a degree at Ivy Tech so I could then transfer over to ISU. Financially, this made the most sense as I was paying out of pocket so I am grateful for the state taking over my tuition. My goal is to now receive my bachelor's and master's in psychology to become a licensed mental health therapist."
-Tiffany Heaton, Indiana Family and Social Services Administration

"Consider improving your knowledge skill-sets and take a class using the AYD program...My favorite course so far has been cloud technology, but that might change as I am taking a class on network penetration and what the "bad guys" use to penetrate networks."
-Joshua Kiilu, Indiana Department of Homeland Security

"I have always thought about attending college over the years and never really thought it would be a reality due to financial constraints. I was talking with my Construction Director at a training over the winter and he asked if I have ever thought about furthering my education. I decided to seriously look into it and after a conversation with my wife I decided to start pursuing an associate degree. The Achieve Your Degree partnership is a really great program that can give people a fighting chance of furthering their education if they choose to take advantage of it."
-James Kase, Indiana Department of Transportation



Top: Tiffany Heaton, FSSA
 Middle: Joshua Kiilu, IDHS
 Bottom: James Kase, INDOT

Happy Days for labs team at Milwaukee APHL conference

The [Indiana Department of Health's Laboratories](#) team trekked to Milwaukee for the [Association of Public Health Laboratories](#) (APHL) 2024 conference this spring, bringing with them a host of important health information as well as insight into some of their recent major accomplishments.

The team participated in the annual conference on May 7, which included updates on contemporary lab issues, exhibitors discussing the latest in lab tech and services, and much more.

Serology Supervisor Stephanie Sweets was among those presenting a poster at the event. Her project, which was funded by an APHL grant, covered a study to see if transit time (from specimen collection to testing) of hepatitis C specimens at room temperature could be extended.

"The time extension would allow the lab, clinics and local departments the ability to provide high quality

results to a broader number of patients from all corners of Indiana," the study summary states.

John Chisholm, an APHL Fellow who works in Environmental Health within IDOHL, presented a poster titled "Testing for total lead concentrations in retail juice samples."

The process involved analyzing 100 fruit juice samples to find out the concentration total in each sample. Results found "unusual levels" of lead found in grape juice samples, according to the poster.

"I am grateful to have the opportunity to do a rapid presentation of my poster and the opportunity to network with many convention-goers there," Chisholm said.

Microbiologist Sara Zekovich works in the Environmental Microbiology Laboratory section and presented her research on wastewater

surveillance at the conference. This process is important in determining which variants of COVID-19 are most common or are changing in the location studied.

"Wastewater can be an early warning signal, which can help by alerting hospitals to have more staff or beds available, and reminding communities to stay home when ill and was their hands more frequently," the poster states.

Testing can also be expanded to include additional viruses.

The team had a few moments to take in some of the sights and sounds of the city as well, including a visit to the 414's famous ode to Happy Days' Arthur Fonzarelli, the "Bronze Fonz" on the Milwaukee Riverwalk.

Article by the Indiana Department of Health



IDOH Laboratories team members took a moment to share a thumbs up with the famous "Bronze Fonz" Henry Winkler statue during their visit to Milwaukee.



Pictured above are (front row, left to right) Kimberly Allen, Sarah Zekovich, Jamie Yeadon, and Lixia Liu, PhD, D(ABMM); and back row (left to right) are Brian Pope, Stephanie Sweets, John Chisholm, Ryan Gentry, and Makayla Tharp.

Take part in the Health Coaching Challenge Bonus

Start making healthy changes while working to win the next [Challenge Bonus](#)! This bonus opportunity is an agency vs. agency **Health Coaching Competition** and the agency with the highest participation in health coaching wins.

All you have to do is complete one individual or group health coaching session through ActiveHealth by September 30 to help your agency. If you've already completed a health coaching session in 2024, you've done your part to help your team!

Each Challenge Bonus is broken into four groups, and one agency will be crowned winner for each group. Any individual that is in a winning agency AND has participated in the Challenge Bonus activity, will receive a bonus \$25 in [Wellness Rewards](#).

View the [Challenge Bonus webpage](#) to find your agency's group and view the current rankings. Rankings are updated periodically so you can see how your agency is doing!

This is what state employees had to say about their coaching experiences:

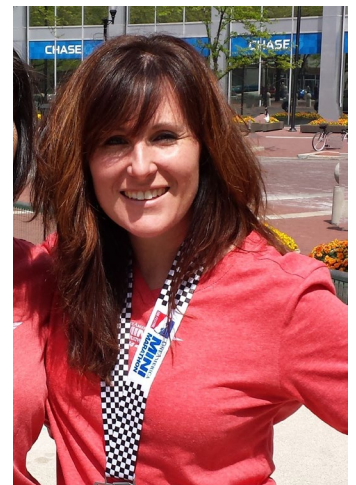
"I was encouraged by my endocrinologist to seek support to lose weight while managing my hypothyroidism and hypoglycemia. Jackie was the perfect match for me. I shared my lab results, physician summaries and personal challenges. I told her that my endocrinologist recommended a specific web-based app to help me. Jackie helped me to download the app, set my goals and establish benchmarks. I've lost 25 pounds so far. I am very thankful for Jackie and the staff at ActiveHealth."-Jerry H.

"It had been over 10 years since I had done a mammogram. I put it off for one reason or another and just didn't do it. I thought it would be a shame if the [mobile mammography] unit didn't come because we (IDOH) couldn't get ten people to show up and that it might be life changing for someone—little did I know that I was that someone. My health coach, Jackie, was right there with me through the testing, surgery, radiation and now the chemotherapy and recovery, providing support and suggestions on how to help improve my outcome. I am blessed to have a wonderful team accompanying me as I travel this road." -anonymous state employee



A new Diabetes Registered Nurse has joined the ActiveHealth team

A Diabetes Registered Nurse (RN) specialist, Nancy Guyer, RN, has been added to the ActiveHealth team! The Diabetes RN specializes in helping individuals understand recommended diabetes care and medications. You can get started by calling ActiveHealth at 855-202-4219.



[View Nancy's bio here >](#)

Myth busters: Wellness Rewards edition

Employees and spouses eligible for the ActiveHealth program can each earn up to \$500 in Wellness Rewards in 2024. These wellness activities can make a real difference for your health and offer opportunities for early diagnosis of medical conditions, support in learning how to make healthy choices and more. Many employees are already on the way to earning their \$500 in rewards for 2024, but we know that others may be more hesitant. We've addressed a few common concerns below:

"I don't want to spend time earning rewards now that they're taxed."

Gift cards redeemed through the Wellness Rewards Program are taxed based on IRS regulations and the money saved by earning the previous premium discount was also subject to those regulations. Currently, the value of the gift cards you redeem will be included in your gross wages on a paycheck following the gift card redemption so that income tax can be applied. You'll still be left with a net positive after taking the income tax into account.

"I'd prefer to use my wellness rewards to pay bills or things I already need to buy."

While there's a wide variety of gift cards to choose from including CVS pharmacy, Amazon, Apple, Barnes & Noble, Kohl's, Lowe's, Lululemon, Macy's Michaels, Petco, Target, Wayfair and more—you can also redeem your Wellness Rewards as a prepaid Mastercard. This gift card functions like a debit card and can be used for everyday expenses like groceries, saved for a rainy day, used to cover extra costs during

the holidays and more. The possibilities are endless.

"It takes too much time to earn Wellness Rewards."

Some of the Wellness Rewards activities do require scheduling an appointment, but you can do several from the comfort of your home. For example, you can:

- Earn \$5 by completing a mental health check in each month for up to \$60 per year.
- Earn \$5 for completing a Wellness Webinar for up to \$25 per year.
- Earn \$10 by completing the Maximize Your Program Webinar.
- Earn \$20 for each individual coaching session you complete for up to \$100 per year or \$5 per completed group coaching session for up to \$25 per year (there are both in person and virtual options for both types of coaching sessions).
- [View the full list of rewardable activities.](#)

While preventive care activities do take more time to complete, they are an important part of maintaining your overall health. An annual physical is considered preventive care so there is no charge to you if you schedule with an in-network provider. Plus, you can earn \$200 in wellness rewards for completing your annual physical and submitting your completed annual physical results form. You will receive a confirmation email when you successfully submit your [annual physical results form](#). It can take up to one month to process the annual

Wellness Rewards Program

Get Rewarded for What Matters

physical form, so we recommend checking it off your list as soon as possible. Remember, all gift cards must be redeemed by December 31, 2024.

"I don't want to pay for medical visits to earn wellness rewards"

Preventive care is not subject to deductible or co-insurance and annual physicals, dental exams and cleanings, cancer screenings, and vaccines are typically considered preventive care. There is a \$10 co-pay when you complete an eye exam at an in-network provider. If non-preventive care is provided at the same time as preventive care, there could be out-of-pocket costs. If you have questions about whether a visit will be considered preventive care or diagnostic care, contact Anthem at 1-877-814-9709 or login to [Anthem.com](#) or the Sydney app.

Log in to the
ActiveHealth portal >

Help kids stay healthy this school year with LiveHealth Online's virtual care

Attention parents! As the school year kicks off, we know that keeping your kids healthy is a top priority. That's why we're excited to remind you about LiveHealth Online's Virtual Care. With this convenient service, you can get medical attention for your child without leaving home. Our providers can assess their condition, create a treatment plan and even send prescriptions directly to your preferred pharmacy. Plus, each visit costs just \$55. The platform caters to children of all ages, making it easy to navigate health concerns throughout the school year. From runny noses and sore throats to more serious issues like pink eye, board-certified doctors can effectively assess and treat a range of common ailments.

Common ailments treated by LiveHealth Online:

- Common cold
- Influenza (flu)
- Allergies and hay fever
- Stomach virus (gastroenteritis)
- Pink eye (conjunctivitis)
- Ear infections
- Skin rashes and infections
- Minor injuries (sprains, cuts)
- Sore throat and strep throat
- Headaches and migraines

The process is simple!

1. Sign up for free at livehealthonline.com or download the mobile app to your phone.
2. Create your own account first and then add children under 18 to your profile when prompted.
3. When you start a visit, you'll be asked who the visit is for. From the drop-down menu, select the child as the patient. *
4. Select the appropriate care option and start a video visit with a qualified provider 24/7.

Help ease concerns in advance

Explaining the process can help ease your child's anxiety about a telehealth appointment. Reduce their stress by preparing a list of symptoms, questions, and concerns in advance. Choosing a quiet and private space for the visit ensures that both parent and child can focus on the discussion with the healthcare provider.

When is LiveHealth Online the right healthcare solution?

1. **When you're in a rush:** A LiveHealth Online visit only takes 10–15 minutes.
2. **When it's after hours:** You can see a board-certified doctor 24 hours a day, 365 days a year.
3. **When you can't get away:** LiveHealth Online is as close as your computer, smartphone or tablet.
4. **When you can't see your regular doctor:** A LiveHealth Online doctor can see you now. And if you're on the road, we can help with things like short-term prescription refills.
5. **When you need expert advice:** Whether you're wondering about that rash or whether your child is well enough to go to school, LiveHealth Online can give you expert answers fast.
6. **When cost is a concern:** Medical and allergy visits cost \$55.

With LiveHealth Online, families can take proactive steps to ensure their children stay healthy and ready to learn!

*Any individuals over 18 must have their own account with a unique email address due to privacy and security requirements mandated by the [Health Insurance Portability and Accountability Act \(HIPAA\)](#).

WHAT'S IN

MEMORIES MADE NATURALLY IN INDIANA

Hiking, boating, cabin stays, mountain biking and more. These are the makings of some of the best summer memories. You can do all these activities and more at an Indiana State Park!

[EXPLORE INDIANA STATE PARKS](#)



Maximize Your Out-of-Pocket Savings on Prescription Medications

As a State of Indiana employee, you have access to benefits designed to make your healthcare more affordable and convenient. Here are some ways you can save up to thousands of dollars annually in out-of-pocket expenses on prescription medications:

- **Check out CVS's Drug Cost and Coverage tool on the [CVS/Caremark Website](#):** Get the best price and never be surprised by the price of your medication at the counter again.
- **Get 90-day prescriptions by mail for the most savings:** Save time and money with a 3-month prescription for your medication. Whenever available, CVS/Caremark's Mail Service Pharmacy costs less than retail.
- **Don't overpay for your medications:** It is worth your time to check programs like [Good Rx](#), [Mark Cuban Cost Plus Drugs](#), and the drug manufacturer's website for special deals.

Check Drug Costs and Your Coverage

Did you know that you can see exactly how much you'll pay for your medications before going to the pharmacy? Check out the Drug Cost and Coverage tool on the [CVS/Caremark website](#). All you have to do is create an account and use the Plan & Benefits tab to find the Check Drug Cost & Coverage tool. Use this tool to search for drugs to see plan coverage, generic alternatives and

cost at your pharmacy. This means that you're never caught off guard by the price of your medication at the counter again.

Maximize Savings with 90-Day Supplies and Mail Service Pharmacy

A 90-day supply of your prescription and receiving it by mail will save you the most time and money. Purchasing a 90-day supply of your medications can be more cost-effective than a 30-day supply and whenever possible, opt for the Mail Service Pharmacy to maximize your savings.

A real world example of savings:

To illustrate the potential savings, let's look at a common injectable drug for inflammatory conditions which now offers a generic called a biosimilar.

- **Brand name:** The cost is \$5,884.
- **Biosimilar at retail:** The cost is \$2,183.
- **Biosimilar at mail:** The cost is \$1,320.

As you can see, using CVS/Caremark's mail order services for your prescriptions can lead to substantial savings, potentially amounting to thousands of dollars each year.

Don't Overpay for Your Medications

Taking a few minutes to check out savings programs is well worth it. Your medication may be one that is

offered special pricing by a program like [Good Rx](#), [Mark Cuban Cost Plus Drugs](#) or a manufacturer's coupon. Because these programs focus on just a few medications, they can sometimes offer an even better deal than the already discounted pricing you get through your insurance. [Good Rx](#) and [Mark Cuban Cost Plus Drugs](#) focus on low cost generic medications. Manufacturer programs are usually for brand name medications.

If you are able to take advantage of these low cost programs, you will have one extra step to take to make sure what you pay counts towards your deductible and out-of-pocket maximum. You will need to submit a [Prescription Reimbursement Claim Form](#) to CVS/Caremark. Remember that the SPD Benefits Hotline is here to help if you have any questions.

Take advantage of these benefits and start saving today. For more information on your prescription coverage and to explore the full list of in-network pharmacies, visit [caremark.com](#). By making informed choices about where you fill your prescriptions, you can make a big difference in your healthcare costs. Save money, stay healthy and make the most of your benefits as a valued State of Indiana employee.

Need help with your prescription drug benefits? Contact the SPD Benefits Hotline at 877-248-0007.

Indiana Black and Minority Health Fair serves thousands

The Indiana Convention Center was packed with thousands of visitors throughout the four-day [Indiana Black and Minority Health Fair](#) (IBMHF) as guests filed through dozens of [booths and public health experiences](#), in total offering as much as \$4,000 in free health screenings.

From the June 27 kickoff until the formal end of the fair on the evening of June 30, upwards of 14,000 Hoosiers attended the fair, which was themed “Culture of Health.”

Indiana Department of Health (IDOH) staff were among the many event volunteers that provided important health services, shared their subject matter expertise as members of several panel discussions and more.

Envisioned as a “one-stop shop,” this year’s IBMHF offered several different types of immunizations and vaccines, education on topics ranging from aging to substance use disorder; and screenings for hypertension, mental health, vision, hearing and many more—all under one roof.

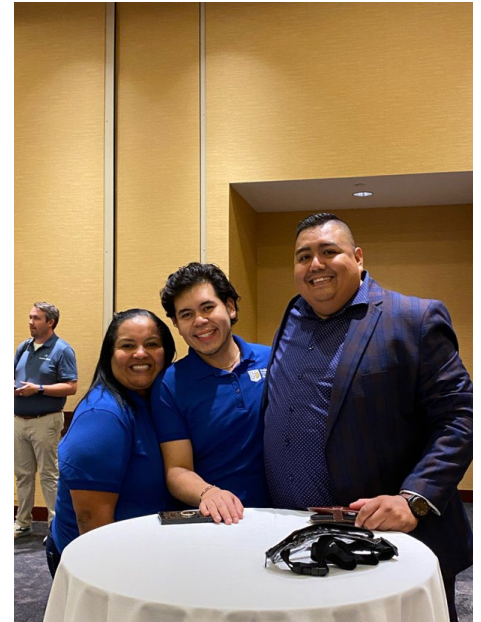
There was also live entertainment, physical fitness classes and even haircuts. Eli Chavez of the Office of Minority Health (OMH) said 243 IDOH employees or contractors signed up to volunteer at the fair, with 168 tending a booth and 75 more handling activities like registration and driving golf carts to assist people in getting to the fair. Collectively, they represented

15 different IDOH divisions or programs.

Chavez said he was grateful for all the help in making the fair a success.

“I would like to thank everyone, especially the 15 divisions who registered and attended the health fair,” he said. “I would like to highlight and thank Mike Galloway, Pat Brown and his team, Caleb Hoffman, Jon Morrison, and Holden Creech for all their help before, during, and after the health fair. They made sure that we had everything and went above and beyond. It’s always great to work with them.”

Article by the Indiana Department of Health



OMH’s Dewy Almanzar and Eli Chavez met up with former IDOH employee Dandy Garcia on the first day of the 2024 Indiana Black and Minority Health Fair.



The Indiana Black and Minority Health Fair kicked off officially with a ribbon cutting including State Health Commissioner Lindsay Weaver, M.D., FACEP, and Office of Minority Health Director Antoniette Holt.

DCS's Worker2Worker program provides peer support, mentoring to help improve lives of Indiana child welfare workers

The Indiana Department of Child Services (DCS), in partnership with the National Center for Peer Support and Rutgers University Behavioral Health Care, has launched an innovative peer support service to help its staff manage the daily challenges of child welfare work.

The Worker2Worker Indiana program is designed to provide wellness support to staff. The program offers a free and confidential hotline to better support frontline DCS staff, who routinely experience highly stressful situations where the welfare of children is at stake. The program offers peer support, on-call mental health clinicians and provider referrals for frontline staff, in addition to wellness- and resilience-building events for all DCS workers. Importantly, the hotline is staffed by retired DCS workers who have been trained as peer counselors and understand and relate to those experiences.

"Our case workers wake up every day and choose to help families and children during their most challenging times," said DCS Chief Deputy Director and Senior Advisor Sarah Sailors. "Our staff are our most valuable resource, and it's essential that they have the support they need to feel their best – and, in turn, do their best."

Child welfare workers are often faced with challenging circumstances and exposure to trauma, which can leave them vulnerable to absorbing the distress of the children and families they

interact with. This results in a form of trauma called [secondary traumatic stress \(STS\)](#). Up to 50% of child welfare workers nationally are at high risk of STS or other related conditions, such as post-traumatic stress disorder (PTSD).

The retirees staffing the Worker2Worker hotline represent more than 130 years of collective experience in serving children and families.

"For 40 years, I never put myself first. The last few years of my career, I started advocating for my staff to practice self-care. Worker2Worker Indiana allows me to offer that to current DCS workers," said Susan Lesko, a retired DCS staff member who now serves as a Worker2Worker Indiana peer counselor.

Cherie Castellano, program director for the National Center for Peer Support, commended Indiana for recognizing the importance of supporting its child welfare workforce.

"The Indiana DCS staff are unsung heroes who selflessly serve families in their communities and deserve this culturally competent peer connection to support their self-care," she said. "We see Indiana DCS workers often as first responders who require innovative trauma and crisis response services to sustain their well-being and effectiveness in their efforts."

Since its launch earlier this year, the Worker2Worker Indiana program

has hosted 70 trainings and events with more than 500 participants. Almost 200 calls have been made to the helpline. [Learn more about W2W Indiana here.](#)

Article by the Indiana Department of Child Services



HIPP-HIPP hooray — Health Issues and Challenges grants making a big difference in Hoosier lives

When your work has a direct and enormously positive impact on the lives of millions of Hoosiers, it's more than okay to take time to celebrate.

That's exactly what the Indiana Department of Health's (IDOH) Health Innovation Partnerships and Programs (HIPP) division did. They celebrated at a grantee graduation ceremony that highlighted dozens of public health achievements—and laid out a roadmap for many more yet to come.

HIPP Division Director Regina Smith reported that, at the end of the first grant cycle in June, there were 85 recipients of the Health Issues and Challenges grant who successfully completed their grant programs with more recipients ahead. Grants were awarded to hospital systems, non-profits, faith-based organizations, and local health departments across the state—organizations like Goodwill, YMCA, the Damien Center, Teter Farms and so many more. The total amount available through the HIC grant program was \$50 million.

The Indiana Government Center played host to HIPP's HIC grantee graduation ceremony June 17, which included a pep rally and a poster gallery walk. In just a few hours, the event managed to encapsulate two years of work addressing topics like community paramedicine, lead poisoning, tobacco prevention and cessation, and food insecurity, to name a few.

Smith understood that a task this size couldn't be accomplished alone, and expressed excitement about the work of her team. Alaina

Adams, Jasdeep Bedi, Tim Conley, Chandu Prem Lal, Rese Rogers, Alec Suarez, and Sarah Wewe—all who worked to make it all happen.

Together the HIC-funded organizations reached an average of 217,000 unique individuals served per month.

"This equates and accumulates over time to 3.4 million core public health services rendered to Hoosiers from July 2022 through July 2024," Smith said.

Here are some notable aggregated metrics from July 2022 through July 2024. Each metric is just one of many being submitted by each organization in their respective program area(s) each month:

- Asthma - 641 environmental asthma trigger assessments completed
- Cancer -16,371 cancer screenings performed (lung, cervical, colorectal, breast)
- Cardiovascular - 2,620 blood pressure screenings completed
- Community health worker - 53,822 referrals to transportation, food, rental assistance, interpretation/translation and medical services provided
- Community paramedicine - 54 certified EMTs and licensed community paramedics staffed by funded organizations
- Diabetes - 3,426 diabetes risk



Members of the Health Innovation Partnerships and Planning team (back row, left to right) Jasdeep Bedi, Sarah Wewe, Alaina Adams, Alec Suarez, Brent Anderson and Tim Conley. In front are LeRicia "Rese" Rogers, Regina Smith and Chandu Prem Lal.

tests or screenings completed

- Food insecurity-obesity - Serviced 206,519 adults and youth who identified experiencing food insecurity at time of service
- Hepatitis C - 8,107 individuals educated on Hepatitis-C through care coordination activities
- Tobacco - 718 Indiana Tobacco Quitline referrals
- Lead poisoning prevention - 811 lead case management services completed

Smith complimented each of her team members on their invaluable work, which frequently involved collaborating with other IDOH divisions, such as Lead and Healthy Homes, Tobacco Prevention and Cessation, Chronic Disease, Rural Health and Primary Care, Nutrition and Physical Activity, Office of Minority Health, Office of Data Analytics, and HIV/STI/Viral Hepatitis.

"Everyone plays a significant role," Smith said.

Article by the Indiana Department of Health

Crawfish Frogs reintroduced at Angel Mounds

Historic site collaborates with Indiana DNR on conservation efforts to restore state-endangered species to their native habitat.

A colony of state-endangered crawfish frogs has successfully been reintroduced at Angel Mounds State Historic Site in Evansville, marking the first time in nearly 40 years the species has been seen at the site.

Starting in 2022, the multi-year conservation effort was a collaboration between the Indiana Department of Natural Resources Division of Fish & Wildlife and Angel Mounds.

“We are a multi-faceted site. It’s about the culture, history, and natural and environmental components that we can tap into, like this,” said Mike Linderman, site manager for Angel Mounds and southwest regional director for the Indiana State Museum and Historic Sites. “We’re helping an endangered species return to its natural habitat where it once thrived—that’s pretty exciting.”

With their spot pattern and loud croak, crawfish frogs are prairie-dwelling amphibians that spend much of their lives underground. The adult frogs, which can grow the size of a fist, rely on quality grassland habitat with high densities of crayfish burrows, which lends to their name. After sheltering in those burrows during the extreme weather months, the frogs emerge in the spring and relocate to nearby ponds to breed, leading to a chorus of croaking that can be heard more than a mile away.

A large population of crawfish frogs once thrived at Angel Mounds,

potentially as far back as when Native Americans inhabited the site, until the mid-to late-1980s when the amphibians vanished suddenly and mysteriously, possibly triggered by an extended drought. Before the recovery project, the number of crawfish frogs in Evansville had dropped to zero, and the main threat to the species has been habitat loss due to land development.

“Indiana only has two robust crawfish frog populations remaining in the state,” said DNR Herpetologist Nate Engbrecht. “The recovery effort at Angel Mounds is somewhat unique for being a historic restoration project—a biological one—that aims to recover a historic component of the site that has been lost.”

A habitat suitability study conducted by DNR determined Angel Mounds has the ideal environmental conditions to support crawfish frogs. In particular, the analysis identified several small ponds in the northwest corner of the site that fill with water after each winter but dry out during the summer. The ponds were formed centuries ago from “borrow pits,” or large holes left after Native Americans built the mud wall at Angel Mounds.

In March, eight crawfish frog egg masses were collected from a large population in Greene County and relocated to the pond at Angel Mounds, where they were placed inside cages to protect the eggs as they developed. Engbrecht said the translocation process played out exactly as hoped, and within weeks, thousands of tadpoles filled the ponds. Engbrecht observed that the tadpoles began growing



and developing legs, leading up to metamorphosis. Finally, following decades of absence, dozens of young spotted frogs began hopping by early July.

Crawfish frogs take two to three years to reach sexual maturity, meaning that the frogs that were moved to Angel Mounds this spring will not return to the pond from where they hatched to mate until 2026. In the meantime, DNR plans to move additional egg masses to supplement the local population during the spring of 2025.

The Angel Mounds recovery project has also been supported by the Indianapolis Zoo, which provided grant funding for the habitat study, as well as Evansville resident and retired herpetologist Mike Lodato, who documented the Angel Mounds crawfish frog population crash in the 1980s.

More information about DNR’s work with crawfish frogs, including the ongoing project at Angel Mounds, is available through its [website](#).

[Read the news release here >](#)

When the smoke clears

Indiana Department of Homeland Security launches video series to talk about mental and behavioral health for first responders

State Fire Marshal Steve Jones is bringing light to a subject often not discussed in Indiana fire departments: mental and behavioral health.

IDHS and Jones launched a four-part video series called “When the Smoke Clears.” This powerful project explores the state of mental health among fire, EMS and other public safety personnel. Episodes 1, 2 and 3 are available now.

The open discussion around this topic allows first responders to look differently at how they approach their mental well-being and reminds all of us to ask for and offer help when it is needed the most.

Along with Jones, Indiana Department of Homeland Security Executive Director Joel Thacker, Therapist and Former Firefighter Dr. Robert Smith, Pike Township Lt. Troy Clements, and Professional Firefighters Union of Indiana President Tony Murray participated in the discussion.

“I am proud to be part of a new era of leadership that prioritizes mental health for firefighters just much as training, bravery and sacrifice,” said Jones.

The goal of the project is to get firefighters and EMS crews to discuss this topic openly and in a way that encourages others to seek help when needed.

Article by the Indiana Department of Homeland Security

Episode 1: The State of Mental Health in the Firehouse

This episode discusses the reality of how mental health is viewed in the firehouse and how that needs to be changed.

Watch [Episode 1 here](#).

Episode 2: Bringing Mental Health into the Open

This episode explores whether progress is being made on talking openly about behavioral health concerns. It also provides firsthand accounts of what experienced fire personnel and clinicians have seen and heard regarding this issue.

Watch [Episode 2 here](#).

Episode 3: Finding Help Through Mental Health Programs

This episode shines a spotlight on the programs that are readily available to assist first responders when they need it most. While it takes courage to initiate a conversation about mental health, the real victory lies in following through and accessing the services. The video features specific programs for first responders, including the impactful work of Dr. Bob Smith, a dedicated professional who specializes in mental health support for this community.

Watch [Episode 3 here](#).



Indiana Archaeology Month

This September is the 29th anniversary of a statewide celebration of archaeology in Indiana. The Department of Natural Resources (DNR) Division of Historic Preservation & Archaeology (DHPA) coordinates the event to encourage learning about Indiana archaeology, archaeological sites in the state and the laws that protect them. Universities, museums, organizations and individuals around the state host a variety of archaeology programs and activities.

2024 Poster

The poster theme this year commemorates the State Archaeological Survey. In the spring of 1920, the National Research

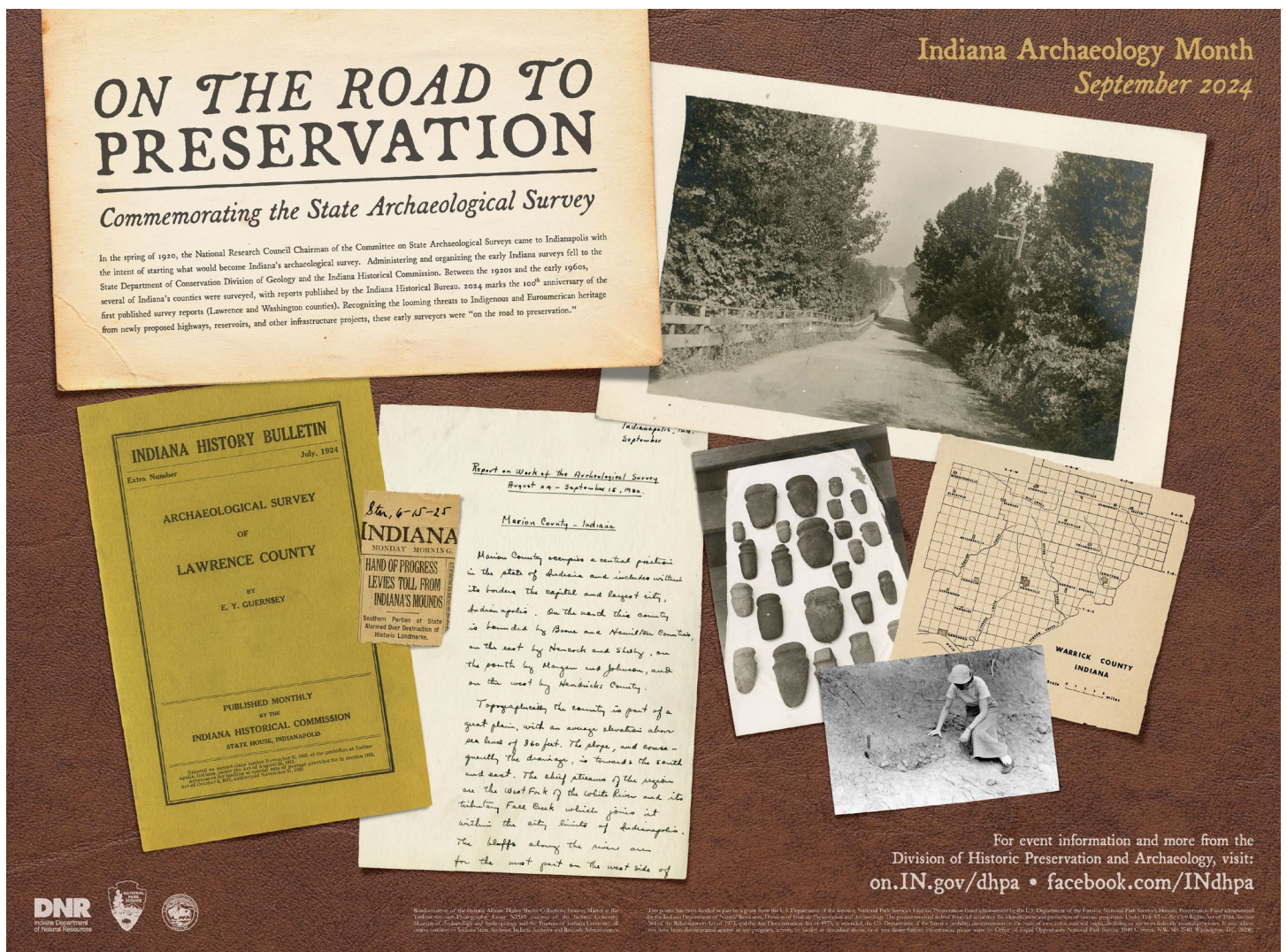
Council Chairman of the Committee on State Archaeological Surveys came to Indianapolis with the intent of starting what would become Indiana's archaeological survey. Administering and organizing the early Indiana surveys fell to the State Department of Conservation (now known as DNR), which then had a Division of Geology, and the Indiana Historical Commission. Between the 1920s and the early 1960s, several of Indiana's counties were surveyed, and the reports were published by the Indiana Historical Bureau. This year marks the 100th anniversary of the first published survey reports (Lawrence and Washington counties). Recognizing the looming threats to Indigenous

and Euroamerican heritage from amateur archaeology excavations, from newly proposed highways, reservoirs and other infrastructure projects, these early surveyors were "on the road to preservation."

We are proud that DNR was there at the beginning of the State Archaeological Survey and that today, DHPA continues to lead the statewide efforts for protecting and preserving Indiana's Native American and Euroamerican heritage.

Free posters (folded and unfolded) will be available to pick up in person

continued on page 26



For event information and more from the Division of Historic Preservation and Archaeology, visit: on.IN.gov/dhpa • facebook.com/INdhp



Reproduction of the Indiana African Heritage Society Collection. Images shared in the Department of Natural Resources, Division of Historic Preservation and Archaeology. The Department of the Interior, National Park Service, Historic Preservation Fund administered the National Park Service, Division of Historic Preservation and Archaeology. The Department of the Interior, National Park Service, Historic Preservation Fund administered the National Park Service, Division of Historic Preservation and Archaeology. The Department of the Interior, National Park Service, Historic Preservation Fund administered the National Park Service, Division of Historic Preservation and Archaeology. The Department of the Interior, National Park Service, Historic Preservation Fund administered the National Park Service, Division of Historic Preservation and Archaeology.

This poster has been funded in part by a grant from the U.S. Department of the Interior, National Park Service's Historic Preservation Fund administered by the Indiana Department of Natural Resources, Division of Historic Preservation and Archaeology. The Department of the Interior, National Park Service, Historic Preservation Fund administered the National Park Service, Division of Historic Preservation and Archaeology. The Department of the Interior, National Park Service, Historic Preservation Fund administered the National Park Service, Division of Historic Preservation and Archaeology. The Department of the Interior, National Park Service, Historic Preservation Fund administered the National Park Service, Division of Historic Preservation and Archaeology.

Out of the Darkness Walk



September 7, 2024

The Division of Mental Health and Addiction staff are leading an [Out of the Darkness Walk](#) team to raise awareness and funds for suicide prevention on Sept. 7 in Indianapolis. Out of the Darkness is a movement begun by the American Foundation of Suicide Prevention to create a platform for people and loved ones impacted by mental health and suicide. If you can't make the Indianapolis event, there are additional walks around the state.

From now through Sept. 7, there will be many ways to show your support and get involved.

- Register to walk with DMHA: [Join Team DMHA here](#)
- Show your support by making a donation [here](#)

[Click here to find a walk near you >](#)

Out of the Darkness Walk details: Saturday, Sept. 7, 2024 | [Military Park, Indianapolis, IN](#)

- 12:30 p.m. | On-site registration
- 1:30 p.m. | Bead ceremony
- 2:30 p.m. | Program start
- 3 p.m. | Walk begins.

[Click here](#) to learn more, or email Angela Hitze (Angela.Hitze@fssa.in.gov) or Caitlyn Short (caitlyn.short@fssa.in.gov).

If you or someone you know is currently experiencing thoughts of suicide, or a mental health or substance use crisis, please call or text 988 to reach the Suicide & Crisis Lifeline and speak with a trained crisis specialist 24/7.

Managers: Wrap up Interim Reviews by this Sunday, August 4

Managers, all steps of the Interim Review process must be completed by August 4, 2024. Once employees have submitted their self-assessment, follow these **three steps to complete the process**:

1. The manager conducts the 1:1 meeting.
2. The employee acknowledges the review form.
3. The manager reviews employee comments and acknowledges the review form.

Once you have reviewed employee comments and acknowledged the form, it will move to the Complete folder of the Performance Inbox.

Helpful Resources

- [Interim Review Handbook](#)
- [Employee Quick-Step guide](#) (page 10)
- [Manager Quick-Step guide](#) (page 22)

State employees community service opportunity

Are you ready to make a career of humanity?

All state employees are invited to join the Indiana Civil Rights Commission for our 2024 MLK Days of Service on Tuesday, September 17, and Wednesday, September 18, from 8:30 a.m. to 4 p.m. along Dr. Martin Luther King Street and Watkins Park in the Northwest Landing Neighborhood of Indianapolis.

State employees can use their community service leave to participate in one or both days of service. Thanks to Governor Holcomb's Executive Order, all state employees have up to 15 hours of community service leave. [Learn more about the leave policy here.](#)

ICRC will have a representative on site to sign the Community Service Leave Form. Employees should check with their supervisors to use their leave for this service project.

We invite you to join us for one or two days of collective impact and community service in honor of Dr. Martin Luther King, Jr. Volunteers will have the opportunity to participate in a variety of beautification projects that will work to improve the neighborhood's quality of life.

Volunteer check-in begins at 8:30



a.m. each day at the Watkins Park Family Center. Light breakfast refreshments will be served from 8:30 a.m. to 9:30 a.m. and lunch will be served in the afternoon.

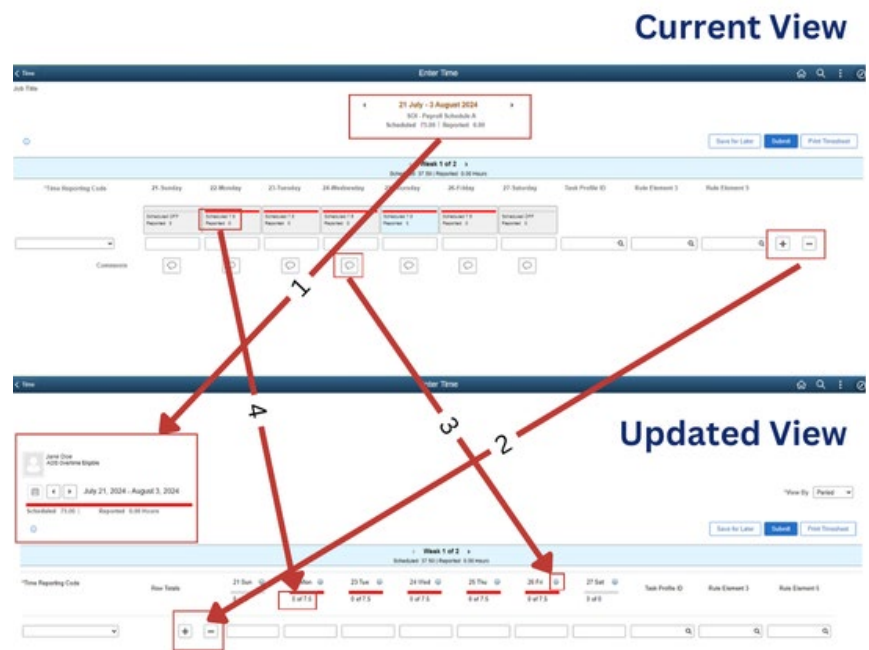
Join ICRC for one or both days of service and help us as we “make a career of humanity” in honor of Dr. Martin Luther King, Jr. Please share this opportunity with your agency.

[Sign up to volunteer here >](#)

Your timesheet in PeopleSoft has a new look!

Effective July 29, you will notice four key updates. Please review this summary of the changes along with screenshots of the current and new timesheet views for reference.

1. The position of the start and end dates for the pay period will be shifted from the top center to the top left corner.
2. To enhance usability, the option to add or delete rows will be conveniently moved to the second column from the left, eliminating the need to scroll to the far right.
3. Additional options for adding and viewing comments will be available.
4. “Scheduled” and “Reported” time won’t be stacked; instead, the time summary will be displayed. Click on the icon next to the date for additional options, including add/view comments.



If you have any questions about entering your pay, please reach out to your agency payroll team.

PERF My Choice Plan education launches in SuccessFactors

My Choice members now have a focused learning module

The Indiana Public Retirement System (INPRS) and Indiana State Personnel Department (INSPD) are proud to share the launch of a second retirement education module, democratizing access for state employees to better understand their valuable retirement benefits. The Understanding the PERF My Choice Plan for State Employees launched in late May 2024 in SuccessFactors and is available to all employees.

The course is designed to provide a general overview of the PERF My Choice Plan, how it works and how it plays an important role in saving for retirement. After completing this course, learners will know more about INPRS, how to access

their accounts, how long it takes to vest in the PERF My Choice Plan, what investment options are available and when they may become eligible to retire.

This optional training can be taken multiple times and may also be assigned to employees by their managers. Newly hired employees will receive this learning assignment as a part of their required onboarding modules, including a course focused on the PERF Hybrid plan, launched in Feb. 2024.

The more you learn about your retirement benefits, the closer you'll be to realizing your retirement



Learn about the PERF My Choice Plan in less than 30 min. on SuccessFactors.

Realize your retirement dreams with INPRS.

INPRS
INDIANA PUBLIC RETIREMENT SYSTEM

dreams. Enroll in the Understanding the PERF My Choice Plan for State Employees course today.

[Log in to SuccessFactors to enroll >](#)

Article by the Indiana Public Retirement System

Indiana MPH encourages state employees to complete data proficiency training

The Indiana Management Performance Hub (MPH) is helping state employees understand their role in data and skill up by completing a free training series hosted on IN.gov that is accessible to all employees at work. Their statewide Data Proficiency Program engages employees at all knowledge levels and shows how data impacts our jobs every day.

With the ever-increasing importance on data-driven decision making for state agencies to serve Hoosiers, it is important to create a culture of data proficiency across the state. The collection, organization and analysis

of data is a part of all state employees' daily activities. From entering customer information to monitoring weather conditions to managing budgets, **data** drives operations for all agencies.

Employees are tasked to complete a collection of lessons and can earn badges by taking the quiz at the end of each series. The quizzes hosted on Microsoft Forms are accessible through each individual's state employee account. There are a total of three badges (Green, Blue and Gold) that may be earned. Once you pass the test,



MPH will send completed badges to your state email! Get started today on the Data Proficiency Program Home on the MPH website: in.gov/mph/data-proficiency-program/.

Article by the Indiana Management Performance Hub

Flexible Work Arrangements Policy Update and NEW Remote Worker Tile

Employees eligible for remote work received an email on Monday, July 29 instructing them to complete a digital Remote Work Agreement in PeopleSoft. Only eligible employees at participating agencies received this message. Employees who did not receive this message are either at non-participating agencies or are in classifications that are ineligible for remote work. Executive branch employees who see a Remote Worker tile in PeopleSoft and are wanting to work remotely should complete the request by August 13. Non-executive branch employees who see a Remote Worker tile in PeopleSoft should defer to their agency's policies. In addition, a few changes have been made to the Flexible Work Arrangements policy, effective July 29, 2024. The revised policy reflects this new Remote Work Agreement process and includes several other changes to the way in which Indiana manages remote work.

Although employees may have a Remote Work Agreement currently, all remote workers are required to complete the agreement electronically.

What you need to do:

Employees who Work Remotely:

[Log into PeopleSoft](#), navigate to the Remote Worker tile, and **complete the Remote Work Agreement by Aug. 13.**

Managers of Remote Workers:

[Log into PeopleSoft](#), navigate to the Remote Worker tile, then evaluate and either approve or deny requested Remote Work Agreements by Aug. 16.

Here's a summary of updates to the Flexible Work Arrangements policy:

1. Employees are required to submit, and managers are tasked with evaluating and approving Remote Work Agreements in PeopleSoft annually.
2. Clarification that work performed outside a standard office setting (e.g., inspections, audits, site visits) is not considered in the definition of Remote Work.
3. INSPD will audit Remote Work usage, effectiveness, and appropriateness.
4. Employees are prohibited from taking or accessing any State of Indiana devices or networks while out of the United States without express, written permission from INSPD and IOT.
5. Established remote work schedules should not be changed solely because an employee's scheduled remote work day falls on a State holiday.

Helpful resources:

- Job Aids with instructions for Employees and Managers, as well as a Flexible Work Arrangements FAQ, can be found in SuccessFactors' JAM, linked [here](#).
- The updated Flexible Work Arrangements policy can be found on INSPD's [Laws, Rules, and Standardized Policies](#) page.



Artwork by
Eric Wood
(Indiana Judges
and Lawyers
Assistance
Program)

August 3, 2024

National Watermelon Day | Deam Lake State Recreation Area

Learn about watermelon and other cucurbits (the gourd family) for National Watermelon Day! We will have watermelon-themed treats and activities, including watermelon tasting, information on how to grow your own, recipes and the historical significance of this delicious summer staple.

[More Information >](#)

Billy Yank-Common Soldier for the Union | Chain O'Lakes State Park

An interactive living history performance highlighting a Union soldier from Henry County, Indiana: William H. Fentress brings the audience as close as they will ever come to visiting with a real veteran of the War Between The States.

[More Information >](#)

August 9, 2024

S'mores Day Fun | Indiana Dunes State Park

Celebrate National S'more's Day AND Smokey Bear's Birthday with the Indiana Dunes State Park! There will be a whole s'mores-gasboard of fun that will include a trivia game, marshmallow toss and a chance to sample from many s'more variations.

[More Information >](#)

August 10, 2024

National S'mores Day | Mounds State Park

Join us for a s'mores-gasbord! Meet at the Nature Center Amphitheater for an evening of fun. We'll have the campfire going and a variety of s'mores available for the making.

[More Information >](#)

Perseid Meteor Shower Watch | Shades State Park

The Perseid is the largest meteor shower of the year in the northern hemisphere, showcasing 90 meteors/hour or more. We will have two telescopes set up to view celestial objects in a main viewing area, in addition to watching the magic of the our solar system.

[More Information >](#)

August 17, 2024

Monarch Mania | Chain O'Lakes State Park

Join us at the Glacier Ridge Shelter, a short walk from the campground. We will have tables set up for this come-and-go event with information and activities related to monarch parenting, milkweed, native landscaping and other important host plants, and more! We will also have educational interpretive programs throughout the event.

[More Information >](#)

August 17 & 18, 2024

Summer Night Ride | Interlake Off-Road State Recreation Area

Trails will remain open for use from 8 a.m. on Saturday August 17 until dusk on Sunday August 18.

[More Information >](#)

August 19, 2024

Full Moon Hike | Potato Creek State Park

Join us for a 1-mile hike along our beach enjoying the full moon this month. "Stellar" treats and "lunar" facts will be shared during this special event night hike.

[More Information >](#)

Smokey Bear's Birthday Celebrations

August 3, 2024

Smokey Bear's Birthday Bash | Patoka Lake

[More Information >](#)

Smokey's 80th Birthday Party | Lieber State Recreation Area

[More Information >](#)

August 9, 2024

Smokey Bear Birthday Party | Summit Lake State Park

[More Information >](#)

August 10, 2024

Smokey Bear Birthday Celebration Program | Versailles State Park

[More Information >](#)

Smokey Bear's Birthday Bash | Harmonie State Park

[More Information >](#)

Celebrating Smokey! | Fort Harrison State Park

[More Information >](#)

Smokey Bear's Birthday Bash! | Chain O'Lakes State Park

[More Information >](#)

Smokey's Birthday Pedal Parade | Raccoon State Recreation Area

[More Information >](#)

[View all DNR special events >](#)

This Month WITH



August 9-11, 2024

Walk the Block | Indiana State Museum

Immerse yourself in the details and narrative of “redLINES,” a 426-foot-long quilt created by Indianapolis artist Lashawnda Crowe Storm. Engage in important conversations as you walk the length of this powerful piece and discover the creative process and inspiration behind it.

[More Information >](#)

August 10, 2024

Music at the Mansion | Lanier Mansion State Historic Site

Bring your lawn chairs and blankets to the mansion grounds for an evening of live music by rock band Slow Gin.

[More Information >](#)

Young Explorers: Art in Nature | Indiana State Museum

Calling all brave explorers! During this drop-off class, your little one will practice independence while fostering their creativity and imagination. Children will use natural materials to both inspire and create their art. Nature-based experiments and an engaging story time will also be offered.

[More Information >](#)

August 11, 2024

Adult Herb Garden Workshop | Levi & Catharine Coffin State Historic Site

Learn tips and tricks of herb gardening from Wayne County Extension gardener Beth South. Using the Coffin House’s herb garden as a backdrop, we’ll explore how to locate, plant, grow and maintain an

herb garden. At the end of the day, you’ll take home some seeds to put your new skills to practice.

[More Information >](#)

August 17, 2024

Gene Stratton-Porter Birthday Celebration | Limberlost State Historic Site

Celebrate Gene’s 161st birthday! Take a self-guided tour of the beautiful Edwardian home where Gene wrote her most celebrated works, then enjoy desserts and refreshments on the front lawn. If you’re ready for a birthday road trip, stop by Wildflower Woods at the Gene Stratton-Porter State Historic Site for their celebration!

[More Information >](#)

Families of Two Fires Book Talk | Levi & Catharine Coffin State Historic Site

Dive into the early history of the Midwest with author Randall Wisehart. We’ll discuss his new book, Families of Two Fires: Forging America’s Frontiers, and the research behind it, emphasizing Midwestern settlers and their relationships with the region’s native peoples.

[More Information >](#)

August 18, 2024

Special Tour: Intellectual Curiosity in the Steele Library | T.C. Steele State Historic Site

Selma and T.C. Steele collected books on everything from German philosophy and faith to Darwinism and psychology. Explore their extensive library in this special tour for bibliophiles.

[More Information >](#)

August 24, 2024

Fall Rummage Sale | Culbertson Mansion State Historic Site

The Culbertson Mansion and the Friends of Culbertson Mansion have lots of things to rummage through. No, not the artifacts! This sale will take place in the formal parlor and includes things no longer in use for events like linens, place settings and more. Oddities, odds and ends—we have it all! All proceeds will benefit the Culbertson Mansion State Historic Site.

[More Information >](#)

Nautical Knots | Whitewater Canal State Historic Site

Set sail for a fun-filled day where we’ll learn about nautical knots of all kinds including fishing nets, anchors and sails. Children will discover the many types of knots on boats and do nautical knot activities.

[More Information >](#)

August 28, 29 & 31

Toddler Time: Plants and Seeds | Indiana State Museum

Come explore with things that grow! Children will learn about the food, flowers and trees through hands-on art and science projects.

[More Information >](#)

[View all Indiana State Museum and Historic Sites events >](#)

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BOAH Goes to Camp: Boiler Vet Camp

Feedback surveys of the campers at the end of the day always highlight lessons learned and a vote for their favorite station. The kids enjoy the hands-on aspects and usually cite the opportunity to see and touch internal organs as a favorite part of their experience. While that may gross out some, these kids are always excited to be a veterinarian for a day.

BOAH Animal Health Specialist Brandi Hardin remembers going to Junior BVC as a teenager and said the experience influenced her future to direct her where she is today.

“I remember going to Vet Camp when I was 13. That experience played a large role in me choosing to attend college at Purdue University and was when I learned about BOAH’s role in animal health,” she said. “Helping with a station and giving back to BVC feels like a full-circle moment for me. I didn’t know back then that I would one day work at the Board of Animal Health and have an opportunity to assist with a program like BVC that allowed me to experience different aspects of veterinary medicine in a controlled environment. BVC was such a positive experience for me, and I hope today’s youth feels the same way!”

Article by the Indiana Board of Animal Health



Animal Health Specialist Brandi Hardin has come full-circle and now helps with the BOAH session at BVC — which she attended when she was 13.



A BVC camper shows off his gear after learning to don PPE to do a safe visit to a poultry farm.

Artwork by Will Foster (Indiana Department of Environmental Management)



Artwork by James Hubbard (Indiana State Museum and Historic Sites)



INDIANA GROWN MARKETPLACE



September 14, 2024

9 a.m. - 3 p.m.

Hamilton Co. Fairgrounds



Local Vendors Artisan Goods & Products Food Trucks

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Indiana Archaeology Month

at the DNR Central Office lobby in the Indiana Government Center South complex in Indianapolis on the second floor. Hours are 8:30 a.m. - 4 p.m., Monday through Friday. When attending Archaeology Month events, DHPA staff will also have posters to distribute. Requests for folded posters (limit of 5 per person) to be mailed may be sent to dhpconnect@dnr.in.gov.

Find out about Archaeology Month events that will take place and more details regarding the poster design at on.IN.gov/archaeologymonth.

Article by the Indiana Department of Natural Resources

Artwork by Sarah Cotton (Indiana Department of Child Services) submitted by Stacey Morgan (Indiana Department of Child Services)





August 2024: Tips for well-being

Mix up your moves for max results

Exercise can have many benefits for your body and mind. But can you do one activity over and over to see the best results for your health? Probably not. And over time, you may get bored and just stop working out.

Mix up the types of activities you do to get more health benefits. Variety helps your whole body stay fit. This can motivate you to keep going, too.

First, talk to your health care provider to go over safe activities for you and how often to do them. Need a boost to work out? Take exercise classes, work out with a buddy or get help from a trainer.*

Try to include activities from the four types of exercise in your routine for better health and fitness:*

- Cardio moves work your heart and lungs and help you burn calories: walking, dancing, biking, tennis, soccer, yard work
- Strength exercises build stronger muscles and bones: weightlifting, push-ups, planks, resistance bands
- Flexibility moves help your joints and tissues stay limber: stretching, tai chi, yoga, Pilates
- Balance exercises help prevent slips, stumbles and falls: standing on one foot, walking heel to toe, ballet

Wellness Webinar: Transform your exercise routine*

Bored with your normal workouts? Join us to learn about the different kinds of exercise. And how to mix and match them to add variety to your routine.

Tuesday, August 20, 2024 10:00 AM | 12:30 PM | 4:30 PM, ET



Save your spot

* The wellness webinar classes are not offered in Spanish.

* FOR EXERCISE BENEFITS SOURCE: Mayo Clinic. Exercise: 7 benefits of regular physical activity. Last reviewed Aug. 26, 2023. Accessed June 13, 2024.

* FOR EXERCISE TYPES SOURCE: National Institute on Aging. Four types of exercise and physical ability. Last reviewed June 11, 2024. Accessed June 13, 2024.

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