



The Torch

The official newsletter for State of Indiana employees

JULY 2024

JULY 8 - 12
Health & Wellness
WEEK

Take time to focus on
your health & wellness



PREVENTIVE CARE



MANAGING CONDITIONS



STRESS & MINDFULNESS



LIVE HEALTHY



QUITTING TOBACCO

Health and Wellness Week is almost here

Mark your calendars for our upcoming events! We're celebrating Health and Wellness Week from July 8-12 and kicking it off with plenty of ways to get involved.

Give your all in the July Team Challenge

Team up with coworkers and get moving July 8 through July 22, 2024. Help your team beat the competition by working toward daily goals of 10,000 steps **AND** 15 active minutes. The team with the highest percent completion to the goal wins!



Registration is open for all full-time state employees!

To participate, [log in to ActiveHealth](#) (or create an account), and select "Challenges" from the navigation. Then join or create a team using the steps below:

- **Join an existing team.** Use the search bar to look up a team name or person on the team. After finding a team, click the "Join" button.
- **Create your own team** by clicking "Create a Team." Invite others to join your team by sending the link to your team to coworkers.

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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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Health and Wellness Week is almost here

Note: It is recommended that teams consist of at least 10 members, and can have up to 100 members.

Make sure you are registered and your device is connected before the Team Challenge begins on July 8.

Earn Wellness Rewards

Employees and spouses who are enrolled in the State Employee Health Plan can earn [\\$10 in wellness rewards](#) for participating in a team challenge, up to a max of \$40 annually.

Participate in the Run the State series



State employees participating in the Indiana Dunes 5K in April 2024.

The 2024 Run the State 5K and Hike Series continues! Registration for the July 13 5k at Fort Harrison State Park is full but state employees and family members can still register for the **5K on August 10 at Ouabache State Park**. There's no cost to register (there is a \$7 per vehicle entry that will be collected at the state park entrance) and participants will receive a Run the State t-shirt and medal. Anthem will also be giving away \$25 gift cards at each event! Check in before the 5k or hike to be entered into the drawing. [Register for the Ouabache State Park 5K](#).

CHALLENGE BONUS

Agency vs. Agency
Health Coaching Competition

[Learn more](#)



Invest In Your Health Wellness Rewards Program
Get Rewarded for What Matters

Earn Wellness Rewards with the next Challenge Bonus – Coaching Competition!

Start making healthy changes while working to win the next Challenge Bonus! This bonus opportunity is a Coaching Competition and the agency with the highest participation in health coaching wins. Complete at least one individual or group health coaching session by September 30 to help your agency. If you've already completed one or more health coaching sessions in 2024, then you've already done your part!

Each Challenge Bonus is broken into four groups, and one agency will be crowned the 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. The Challenge Bonus is available to employees and spouses eligible for the ActiveHealth program. Spouse participation will not factor into the agency completion percentages, however, spouses must participate in the Challenge Bonus activity to be eligible to receive the bonus \$25 in wellness rewards.

Even if your agency doesn't win the Challenge Bonus, you can still earn \$20 in Wellness Rewards (up to \$100 per year) for each individual health coaching session you complete, and \$5 in Wellness Rewards (up to \$25 per year) for each group coaching session you complete. Our coaches can help you with goals related to exercise, diet, sleep, mindfulness, work-life balance, tobacco cessation, weight management or other areas you want to focus on. You set the priorities and the health coach provides information and suggests small changes to get you where you want to be.

Call (855) 202-4219 to schedule an appointment. Health coaches are available from 9 a.m. to 9 p.m. ET Monday through Friday and from 9 a.m. to 2 p.m. Saturdays by appointment.

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Health and Wellness Week is almost here

Meet our health coaches!

Here are a few of our health coaches that can help you work towards your wellness goals:

Jackie W. (Indiana Government Center in Indianapolis)

Jackie has a Bachelor's of Science in Exercise Science and is a certified Personal Trainer, ACE and Certified Health Coach, ACE. She's excited to help you achieve your health goals and "challenge yourself, stay consistent and see change."



Health Coach Jackie W.

Derrick F. (Telephonic Health Coach)

Derrick has a Bachelor's of Science in Exercise Science and is a National Board-Certified Health and Wellness Coach (NBCHWC). His specialties are fitness/nutrition and stress management and he works with members to help them create lasting behavior changes through realistic goal setting.



Health Coach Derrick F.

Joanna J. (Telephonic Health Coach)

Joanna has a Master's of Science and is a Registered Dietician with ten years of experience. She specializes in fitness/nutrition, weight management and diabetes management. Joanna hopes to educate and help members prevent chronic disease through wellness and loves helping members enjoy real, healthy food.



Health Coach Joanna J.

[Learn more about all of our coaches here >](#)

Take advantage of your Health Savings Account

The State Employee Health Plan has two options (CDHP 1 and CDHP 2) that include Health Savings Accounts. The State of Indiana contributes to these accounts, and you can add your own funds as well to help cover qualified medical expenses like medical appointments, labs and other medical tests, prescriptions, and more. To best utilize your HSA, there are a few key things to know:

1. UMB Healthcare Services is the HSA Provider for the State Employee Health Plan

UMB automatically creates your HSA account when you enroll in an HSA with PeopleSoft. You should receive a Welcome Letter within 7-10 business days from the Monday following your enrollment and it will contain your account number and information for enrolling in UMB HSA Online Banking.

2. The money in an HSA is yours and FDIC insured

Even if you move jobs, move to another state, lose your job or retire, the money in an HSA belongs to you. You don't use it or lose it like with a flexible spending account—the funds roll over from year to year. You also aren't taxed on the money you put into the account as long as it is used for qualified medical expenses.

3. You can pay for eligible costs up front with your HSA or be reimbursed

UMB will provide you with a debit card that can be used for expenses, or you can pay eligible



costs with a different payment method and reimburse yourself from the HSA. Be sure to save your receipts either way in case the IRS ever needs to verify the expenses.

4. Your HSA can help you cover out-of-pocket costs

Your HSA is a great resource to manage costs before you've met your plan's deductible. Any time a qualified medical expense has an "out-of-pocket" cost, it can be paid for with available funds in your HSA.

5. You can use your HSA to cover more costs than you might think. These are some lesser-known qualified medical expenses that you can choose to use your HSA for:

- Alcohol or drug treatment
- Acupuncture
- COBRA premiums
- COVID-19 tests
- Hearing aids
- Menstrual products

- Orthodontia (braces)
- Pre-natal vitamins

You can find a list of common qualified medical expenses [here](#).

6. You can adjust your contribution amount at any time

You can adjust your contributions to your Health Savings Account at any point during the year by contacting the benefits hotline (317-232-1167)—you don't have to wait until open enrollment. The IRS does place limits on how much you can contribute and you can find the current maximums for family and single plans [here](#).

You can find more information on our [Health Savings Account page](#) or call the INSPD Benefits Hotline Monday through Friday from 7:30 a.m. to 5 p.m. (317-232-1196 or 1-877-248-0007). You can also visit hsa.umb.com or call 1-866-520-4472 to speak with a UMB representative.

9amHealth, a new diabetes care program for employees

[9amHealth](#) is a new diabetes management program for employees and family members (18+) enrolled in the State Employee Health Plan and diagnosed with diabetes. It provides you with the tools, information and support you need to live a healthier life. 9amHealth can work alongside your current providers, or you can see a 9amHealth endocrinologist virtually.

Here's what you get:

- **Easy-to-Use App:** Track, monitor and visualize your glucose trends with a user-friendly app. Use this data to gain valuable insights into your diabetes and make informed decisions.
- **Personalized Support:** Receive a tailored care plan based on your individual data, helping you effectively manage your condition.
- **Direct Access to Endocrinologists:** Quickly connect with a real endocrinologist who can prescribe medications – all within the app, saving you valuable time.*
- **24/7 Care Team:** Chat with medical doctors, dieticians, pharmacists and other specialists anytime, anywhere, for free. Get expert advice and support whenever you need it.
- **Convenient Resources:** Enjoy the benefits of online prescriptions, lab testing with expert reviews, and access to free tools like blood glucose meters, strips, blood pressure monitors, weight scales and personalized coaching.

Overall Benefits

- **Improved Diabetes Management:** Improve your blood sugar levels and overall health.

- **Increased Convenience:** Access care and resources 24/7, directly from your phone.
- **Empowerment and Knowledge:** Learn more about your health and make informed decisions about your well-being.
- **Cost Savings:** Take advantage of free tools, resources and consultations to help manage your health expenses. There is no cost to you for the app, care team consultations or equipment care team sends to you. Virtual endocrinologist visits, lab tests and medications prescribed by a 9amHealth provider are subject to deductible and co-insurance.

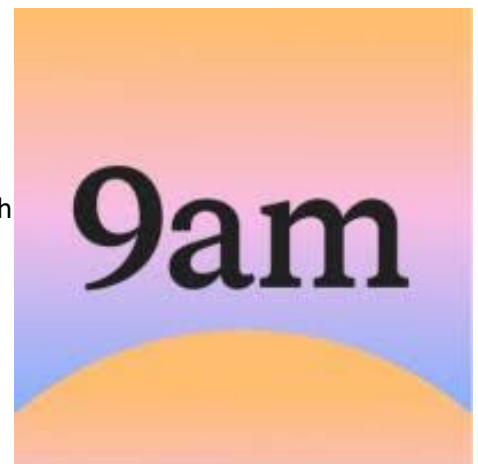
Proven Results

9amHealth's approach leads to improvements in health outcomes like:

- A1c reduction of 2.8%
- Blood pressure reduction of 17.7mmHg
- Weight loss of more than 14.5%

**Available to all eligible employees and dependents (18+) living with diabetes. Out-of-pocket costs vary based on your insurance plan, co-pays, co-insurance and deductible. These expenses are HSA/FSA eligible. For questions, please call the number on your insurance card.*

[Enroll Now >](#)



Join 9amHealth's "Healthy Summer Habits" webinar

Your new diabetes management benefit, 9amHealth, offers diabetes care from the comfort of your home. Join their upcoming webinar to learn more about the program and some practical tips on enjoying the summer to the fullest while staying on track with your health goals.

July 16, 2024 | 11 a.m. ET

[Register for the webinar here >](#)

Employee health spotlights

“On the way into the office [on] 2/9/22, I slipped on black ice and shattered my left ankle. Now, a little over 2 years later, after 3 surgeries, being bedridden for 3 months, relearning how to walk, 50 hours of physical therapy, and enough medication to choke a horse, I was finally cleared a couple of weeks ago to begin training for the 2025 Mini-marathon.” -**Anne Clauser, Indiana Housing and Community Development Authority**



In June of 2020 Cindy Mauro lost her fiancé, Travis, to a stroke. To keep his memory alive, she started going for walks on nearby trails and felt closer to her late fiancé by doing so. It also inspired her to work on her own health and what started as a way to cope with grief has become a joyful escape. Cindy said the most important lesson she learned was to “find something that inspires you and gets you to do what you need to keep going. For me, going out on the trail means I get to be outside where I love to be, I get to clear my head of the chaos of work-life, and I'm reminded that I'm alive and that's what matters most.” -**Cindy Mauro, Indiana Department of Transportation**



Thank you to Anne and Cindy for sharing their inspiring health stories!

Whoa, we're half way there

The Governor's Summer Interns are halfway done! As a part of the GSI program they've been able to experience many different avenues of state government. In June, they met with State Comptroller Elise Nieshalla, Chief Justice Loretta Rush, and Governor Eric J. Holcomb. Upcoming events for the interns include panels from agency leaders, a professional development workshop, a volunteer opportunity at Gleaners Food Bank and an ice cream social.



State agencies named 2024 Top Workplaces

Three state of Indiana agencies have been named to the IndyStar's list of 2024 Top Workplaces.

The Indiana Department of Revenue (DOR), Indiana Office of Technology (IOT) and Indiana Economic Development Commission (IEDC) all received the honors this year.

The Indianapolis Star's list recognized 130 companies and organizations in central Indiana as Top Workplaces for 2024. Top Workplaces award winners are determined entirely by employee survey feedback. There are three categories of winners: large companies, mid-sized and small companies.

It's the sixth year in a row for DOR to receive the honor on the list in the Large Company category.

"As part of our commitment to serve Indiana and the Hoosiers that count on us, our team has built an amazing culture that is at the foundation of our success. This recognition represents our entire team, and it fuels our passion to keep it going," said Commissioner Bob Grennes.

IEDC is honored for the second time in the small company category.

"Two years in a row—that's a testament not just to the talent,

drive and passion that the team possesses, but also to the culture we've all worked so hard to build," said Secretary of Commerce David Rosenberg. "This truly remarkable group of individuals at the IEDC have all proven that they can go above and beyond. Together, because of the engaged, motivated and mission-driven culture we've cultivated, we are delivering bold results that will elevate Indiana's economy and Hoosier communities for generations to come."

This is IOT's first year on the list in the large company category.

"Being named one of the Top Places to Work is a tremendous honor for us," said Tracy Barnes, the State's Chief Information Officer and the Director of the Indiana Office of Technology. "It reflects our ongoing commitment to creating an environment where our employees feel engaged, appreciated and motivated to excel. Our team is at the heart of everything we do, and this recognition underscores the positive culture we've cultivated together."

[Click here for a complete list of the IndyStar Top Workplace honorees.](#)



IDOH Food Protection team garners national award

The Indiana Department of Health's [Food Protection division](#) won the 2024 [Elliot O. Grosvenor Food Safety Award](#) from the [Association of Food and Drug Officials](#) (AFDO).

This prestigious national award recognizes the state program that best demonstrates improvement, innovation or sustained high performance within a food safety program. The award ceremony took place June 10 during the AFDO National Conference in Grand Rapids, Michigan. Several team members, including Division Director Vivien McCurdy attended the conference in person to accept the award.

Article by the Indiana Department of Health



Seen here from the IDOH Food Protection team are back row (left to right) Ashley Allen Gaines, Emily Engle, Samantha Amaral, Valerie Smith and Sharon Pattee. In front are Jordan Young, Mariah Allen, Vivien McCurdy (division director) and Kris Gasperic.

DWD's Noah Shelton wins Next Level Leadership Award

DWD Chief Unemployment Insurance Officer Noah Shelton was recently honored as the Indiana Civil Rights Commission's (ICRC) 2024 Next Level Leadership Award recipient. Presented at the Governor's Reception during Indiana Black Expo's Summer Celebration on June 25, 2024, the award was presented to Shelton in recognition of his impact, initiative and community service as a publicly recognized up-and-coming leader.

In all, Shelton, who didn't even know he had been nominated, was one of five African American Hoosiers, along with an ICRC employee, to be honored during the ceremony for exceptional efforts across diverse fields that include education, entrepreneurship and community leadership.

"I had no clue (about the nomination)," he said. "I was traveling and received a phone call. It was such a humbling moment."

Shelton was initially nominated by DWD employees Holly Newell and Melisa Matthews but also had letters of recommendation and support submitted on his behalf by many other individuals.

"It was incredible to see what people had written about me," Shelton said. "I have always tried to do right by people and be helpful. It was incredibly humbling that people in my life acknowledged that effort and took time out of their busy schedules to write such kind words about their experiences with me over the years."

Shelton joined DWD in 2022 after a 17-year career at the Indiana Bureau of Motor Vehicles, where he most recently served as Deputy Commissioner of Policy and Programs. Born in Chicago but raised in South Bend, Indiana, Shelton, who holds an undergraduate degree from Indiana University where he was a student-athlete in track, is an active member of Living World Baptist Church on the east side of Indianapolis, where he participates in a cultivating community initiative.

The Next Level Award is undoubtedly one of the highlights of Shelton's career.



DWD Chief Unemployment Insurance Officer Noah Shelton

"This award is one of those things that puts life in perspective and offers an opportunity to reflect," he said. "I have been fortunate to work with some great leaders in my work and personal life. I observe their leadership and managerial traits and I have made them my own over the years."

"To be recognized as the recipient for this award when I know of so many other individuals putting in similar effort, if not more into their work and community makes me feel underserving but also makes me want to contribute more and more to my community, church and work."

[Blog post](#) by the Indiana Department of Workforce Development

Artwork by Amelia, submitted by Ernani Magalhaes (Office of Administrative Law Proceedings)



Artwork by Amy, submitted by Sam Wilson (Indiana State Board of Accounts)



No fault in these stars: Author John Green, ‘star power’ highlights TB prevention and care

When you have an important message in need of an audience, a little “star power” never hurts.

That’s the case for Indiana Department of Health [Tuberculosis Prevention and Care Program](#) Director Kelly White. As a rising star herself and go-to subject matter expert in her field, she’s also connecting with a Hoosier author who shares her vision for ending TB in Indiana.

Running up that Hill

New York Times bestselling author [John Green](#) is well-known for his storytelling ability, but also for his passion to fight tuberculosis worldwide. White and Green’s paths crossed online before the two ventured to the nation’s capital in March with similar goals. They both wanted to shine a light on the state of TB in Indiana and gain support from Washington lawmakers to target the infectious disease that, globally, kills more people than HIV, AIDS, or (as of 2023) COVID-19 each year.

During the Congressional Hill Day event, an opportunity to speak directly with elected representatives, a mix of professional advocates and TB survivors joined to share a common message: TB is still present in the United States. White was able to meet with U.S. Sens. Mike Braun and Todd Young and conveyed her message to aids of U.S. Sens. Lindsay Graham and Elizabeth Warren. Collectively, that’s an audience now empowered with the knowledge of the TB landscape in the Hoosier State and elsewhere in the country, and that can inform policy decisions going forward.

“We have really successful visits that have a lot of good conversation and getting them to understand what TB is, what kind of problems do we have with TB care here in the United States,” White said.

This is also where the fame of someone like Indianapolis resident Green comes into play, adding additional support to the public health expertise that professionals like White provide.

Stars align

Green is well-known as an advocate in the fight against Tuberculosis, but he and his brother Hank are also flanked by a legion of so-called “Nerdfighters” (a philanthropic group of Green sibling stans) who are part of the [TBFighters](#) initiative. The TBFighters are “committed to fighting the structural causes of TB,” according to their website.

Tuberculosis is a curable disease, yet it kills approximately 1.5 million people worldwide each year and TB rates have risen recently in the United States. The Centers for Disease Control and Prevention (CDC) said US TB cases [increased by nearly 16% in 2023 over the previous year](#). In Indiana, White and



Author John Green and IDOH TB Prevention and Care Division Director Kelly White have formed a friendship amid a shared effort to end tuberculosis in Indiana.

her team have seen an increase of 30%, and this has occurred amid drug access issues. Meanwhile, funding has remained the same, even with inflation rates.

The success of the March Hill Day led to a request for White to return the following month and the second visit allowed her to interact and share information with Guam’s Rep. James Moylan, alongside Chima D. Mbakwem, Guam’s TB Controller and co-board member of the National Tuberculosis Coalition of America (NTCA). White was

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License to thrill: Personalized plates at the Indiana BMV

Ever wonder how people get one of these license plates?

A personalized license plate (PLP) is a license plate containing a BMV-approved message specifically requested by the owner or the lessee of the vehicle.

Anyone can apply for a PLP at a branch, on a BMV Connect Kiosk or through online services on myBMV. PLP messages are available on a first-come, first-served basis, with approval from the BMV resulting in a license plate within 30 days. Registration is required annually, and unregistered messages become available on January 1. When a person applies for a PLP, they don't have to give a reason and there's an option to include a second and third choice in case their preferred phrase is already in use.

According to Indiana Code 9-18.5-2-4 the BMV may refuse to issue a combination of letters or numerals, or both, that; 1) carries a connotation offensive to good taste and decency; 2) would be misleading; or 3) the bureau otherwise considers improper for issuance.

In 2023, the BMV approved 53,724 requests, which averages out to 147 per day. However, they rejected over 1,000 personalized license plates the same year. Each committee member is randomly assigned a plate and personally review both the text and how the plate would appear when printed. This includes requests for a plate reading 8008I35 which was denied for being in "poor taste." In 2024, another person requested a plate saying "B1G ASS" which was



denied because the BMV believed that to be misleading. If a plate is denied, the individual is notified via letter about how to request a new personalized plate, request an appeal hearing or request a standard plate.

A former committee member remembered a plate that they denied: XRAYTED. The reason the customer gave was that his name was Ted, and he was an x-ray technician. However, the plate was denied because it was too close to X-rated.

A big shoutout to the committee of 40 or so BMV employees that review each personalized license plate!

Submit your artwork and photography to DNR's durable license card contest

Know any nature-loving artists or photographers? The DNR Division of Fish & Wildlife is hosting an art and photo contest for Indiana residents of all ages! Four artists' submissions will be chosen for the background artwork of new durable license cards that will be available for purchase by early 2025 (for a nominal fee). Durable license cards have been a highly requested item over the years, so DNR is celebrating by featuring talented Hoosiers! The contest runs from July 1 to Aug. 2, 2024, and participants can submit up to two (2) nature-themed artworks via email to DFWContests@dnr.IN.gov. Indiana DNR employees are not eligible to apply. Find more contest guidelines on our website.



[View additional details >](#)

Plan ahead with Hoosier START

Did you know you have a powerful tool to help secure your financial future? It's called Hoosier START, and it's an automatic benefit for all full-time state employees.

Why should you care about Hoosier START?

- **Financial security:** Experts estimate you might need up to 90% of your pre-retirement income to maintain your lifestyle when you retire. Hoosier START can help bridge that gap.
- **Improved morale:** Understanding your benefits and how your employer is investing in you can boost your overall job satisfaction.

We're here to help you make the most of this benefit!

Your payroll administrators are a great resource for any questions you have, but we also have some helpful guides to get you started:

- [Auto-Enrolled Next Steps](#) provides a checklist of steps for participants to take after auto-enrollment.
- [Resource Checklist](#) offers retirement planning resources and steps to make planning easier.
- [Know your Retirement Benefits](#) provides a better understanding of the basics of your retirement benefits.

- [Financial Planning](#) provides an overview of Hoosier START's no-cost financial planning programs.
- [Leave Time Contributions](#) explains how to use Hoosier START as a potential way to defer taxes on unused time at retirement.
- [Hoosier START for Leaders](#) provides information to employees on how to best communicate to their employees regarding Hoosier START.

Want to learn more?

You can always ask questions, find additional resources, or make an appointment with a Retirement Specialist on the [Hoosier START Plan Participants page](#).

Take the first step towards a comfortable retirement – explore Hoosier START today!

Article by the Indiana State Comptroller's Office

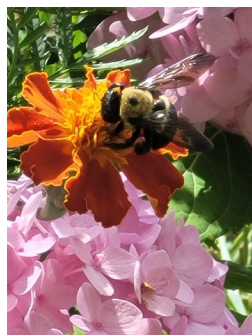
Apply to the Certified Public Manager Program

The Bowen Center for Public Affairs offers a unique training opportunity for Indiana public managers and their supervisory personnel. The Indiana Certified Public Manager Program (CPM) provides government and non-profit employees with a comprehensive course of study that has recognized public management theories and best practices at its foundation. The program trains public managers to apply these theories and practices to the challenges they face in public service. After completing the required 300 hours of learning activities, each public manager will receive the nationally recognized designation as a Certified Public Manager®.

The Indiana CPM Program is fully accredited by the National Certified Public Manager Consortium. The accreditation guidelines demand that the program curriculum require intensive study, application of important concepts in the work environment, and completion of a significant capstone project. Participants are required to demonstrate their proficiencies in seven fundamental public management competencies:

- Personal and Organizational Integrity
- Leading People
- Developing Self
- Change Leadership
- Managing Work
- Systemic Integration
- Public Service Focus

New classes will start in September. Click [here](#) to learn more.



Left: Artwork by Patricia Reason (Indiana Family and Social Services Administration)

Right: Artwork by Melissa Amerman (Indiana Department of Homeland Security)

Everybody in! Health commissioner continues state-spanning journey as all counties opt-in to HFI

State Health Commissioner Lindsay Weaver, M.D., FACEP is more than two-thirds of the way through her journey to visit all 92 Indiana counties.

Some of the latest steps of this ongoing sojourn across the Hoosier State were accompanied by the news that all 92 counties have opted-in to [Health First Indiana](#) (HFI), a transformative state and local public health partnership to deliver services at the county level. HFI was established by legislation passed in the 2023 legislative session.

Importantly, counties determine how the funding will help provide access to core public health services that address issues such as childhood lead poisoning, heart disease, tobacco cessation, obesity, and maternal and infant mortality to improve Indiana's health outcomes.

"Local health departments across the state are working to create

new partnerships and programs to enhance their public health services," Dr. Weaver said. "I continue to be impressed by the level of engagement from Hoosier communities, including businesses and hospitals that have pledged their support."

Dr. Weaver's LHD visits have given local health officials the floor to showcase a variety of initiatives.

A recent trip to [Madison County](#) put the spotlight on how that community is benefiting from the health department's mobile unit, which provides clinical care throughout the county three to four days per week. Prenatal care is offered as well. Additionally, Madison County has a strong peer recovery program stemming from a partnership with its county court system that helps engage people with substance use disorder. So far this year, 80 people have started the program.

Beyond that, the Madison County Health Department partnered with the local hospital for community garden and cooking classes while the school liaison has worked to get the [Handle with Care](#) program in place. Former State Health Commissioner William C. VanNess II, M.D., currently serves as Madison County health officer.

The good news surrounding how HFI is making real, positive change happen in Hoosier communities appears to be contagious. A stop in Monroe County revealed how that LHD is working closely with its hospital. They've also begun a brand new tobacco coalition aimed at preventing youth from ever starting smoking and helping pregnant women quit. Two state representatives and a state senator stopped by during Dr. Weaver's visit.

The travel log also included a visit to Fountain County. That health

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Pictured here are members of the Madison County Health Department outside their mobile unit.



Monroe County has started a new tobacco cessation program aimed at preventing young people from starting tobacco use while helping pregnant women stop smoking or other tobacco use.

HIV team secures more than \$6 million in Ryan White funding

From musical superstars like Elton John and Michael Jackson to “everyday” people throughout the state, across the country and virtually everywhere in the world, Kokomo-born [Ryan White](#) made an impact.

When he died of complications of AIDS-related pneumonia 34 years ago this month at the age of 18, White left a legacy that continues to help people living with HIV and AIDS.

Today, the [five-part Ryan White HIV/AIDS Program](#) is a federal initiative administered in the Hoosier State by the Indiana Department of Health’s Services Program within the division of [HIV/STI/Viral Hepatitis](#), and that team was recently awarded more than \$6 million to go toward that important cause.

Mark Schwering, [Ryan White Part B](#) program director, said he applied for AIDS Drug Assistance Program (ADAP) emergency relief funds from the federal [Health Resources and Services Administration](#) (HRSA) in October 2023. The competitive grant had a maximum award of \$7 million and IDOH managed to garner a total of \$6.4 million.

“The size of this award is also significant considering we are competing with states with much

higher prevalence rates of HIV including New York, California, Illinois and Florida,” Schwering said.

Receiving the grant is no small feat as each state has to show a need for the funds and must avoid creating a waitlist for Ryan White-eligible clients. The application was successful, however, and the team is overjoyed at the additional funding that will help offset increasing ADAP costs related to clients losing Medicaid coverage as a result of the end of the COVID-19 public health emergency. Schwering explained that the Ryan White Part B program receives about \$15 million from HRSA each year, and that funding is used for core medical and supportive services for income-eligible HIV-positive clients throughout Indiana.

“Most of our \$15 million award is spent on AIDS Drug Assistance Program expenses including purchasing health insurance and cost-sharing assistance and full-pay medications for Ryan White-eligible clients,” he said.

Medical Services Director Jeremy Musko and Medical Services Manager Rocky Reed lead the IDOH ADAP program while Brittany Sighting serves as supportive services director. Aziza Mazitova is HIV supportive services manager.

Jason Smith is Ryan White services manager, overseeing the team that monitors all additional Ryan White funds this program grants to 23 agencies across the state.

As a team, they work with agencies funded throughout the state to enroll and provide services for eligible clients, Schwering said. While the process behind the award and the work that brought it to fruition is complex and varied, the result is far more simple.

“Overall, our program exists to connect HIV-positive, income-eligible clients to clinical care and medications,” Schwering said. “If we can connect them to care, it improves their health — their quality of life. If we can achieve viral suppression, it promotes HIV prevention. People who maintain an undetectable viral load cannot transmit HIV, which is also known as [“undetectable = untransmittable.”](#)”

Learn more about the HIV/STI/Viral Hepatitis division’s mission [here](#).

Article by Brent Brown, Indiana Department of Health

WHAT'S IN

PICTURE YOUR SUMMER IN INDIANA

From the deep caves in Southern Indiana to the rolling Indiana Dunes in Northern Indiana, Indiana is a diverse state full of natural and man-made marvels. Whatever you love, Indiana has something for you this Summer.

[YOUR ULTIMATE SUMMER BUCKET LIST](#)



Staying cool and safe: Heat safety for the workplace

Millions of U.S. workers are exposed to environmental heat in the workplace. Although illness from exposure to heat is preventable, thousands of workers become sick from occupational heat exposure. Some severe cases even turn fatal. Outdoor workers are most at risk for heat-related illness, but working indoors in hot environments can be just as dangerous.

The three primary types of heat-related illness are:

- 1. Heat Cramps** – Painful muscle cramps and spasms usually in legs and abdomen that are often accompanied by heavy sweating. First aid for a worker experiencing these symptoms includes maintaining firm pressure on or massaging the cramping muscles and moving the worker to a cool area to rest. Heat cramps are a good warning sign that a worker is getting too hot.
- 2. Heat Exhaustion** – Usually defined by heavy sweating, weakness or tiredness, pale or clammy skin, rapid pulse, muscle cramps, dizziness, nausea, headache, or fainting. Workers experiencing heat exhaustion should be moved to a cool, preferably air-conditioned, area and given cool water to sip. Clothes should be loosened and cool rags or water should be applied to the skin. If the ill worker is vomiting repeatedly or if symptoms worsen within an hour, seek medical attention immediately. Heat exhaustion can quickly progress to heat stroke if left unaddressed.
- 3. Heat Stroke** – The most severe

form of heat illness. Symptoms include a throbbing headache, confusion, nausea, dizziness, a body temperature above 103°F, hot, red, dry or damp skin, rapid pulse, fainting, and loss of consciousness. If a worker is experiencing these symptoms, seek medical attention immediately and move the worker to a cool, preferably air-conditioned, area. If treatment is delayed, heat stroke can quickly turn fatal.

50-70% of outdoor heat-related fatalities occur in the first few days of exposure to warm or hot environments. Lack of acclimatization is a major risk factor for fatal outcomes. The body

requires time to acclimatize, or gradually build a tolerance, to the heat.

Most heat-related illnesses affect workers who do strenuous physical activity. When workers engage in intense work, their bodies create heat. This metabolic heat, when combined with environmental heat, can cause the workers' core temperature to rise to dangerous levels.

To prevent a hazardous combination of environmental and metabolic heat, employers must be aware of the employees' activity level.

continued on page 21



Heat exposure can be dangerous

Signs of a medical emergency!



- Abnormal thinking or behavior
- Slurred speech
- Seizures
- Loss of consciousness

Take these actions

- 1** » CALL 911 IMMEDIATELY
- 2** » COOL THE WORKER RIGHT AWAY WITH WATER OR ICE
- 3** » STAY WITH THE WORKER UNTIL HELP ARRIVES



Office of Environmental Adjudication merges into Office of Administrative Law Proceedings

When it was created in the mid-1990s, the Office of Environmental Adjudication (OEA) was one of the first agencies of its kind. Created to review administrative actions of a separate state agency, its purpose was to ensure an impartial review of the lawfulness of the action by someone outside the agency. This served OEA and Hoosiers well for years. Then in 2020, the Office of Administrative Law Proceedings (OALP) was created to do the same thing, but on a larger scale by centralizing the employment of judges who review actions from 26+ agencies.

The General Assembly, through H.E.A. 1003, recognized the same purposes of OEA and OALP and, with the retirement of OEA's director Mary Davidsen, folded OEA operations into OALP, beginning July 1, 2024. The administrative rules that govern OEA matters remain in place, but processes and procedures for submitting documents and where documents are stored will adopt OALP procedures. OEA decisions will be maintained on the OALP website for public access.

OALP continues to develop as Indiana's newest state agency. Since it launched in 2020, it established a

code of conduct for administrative law judges, moved case management to a digital database and hosts an annual conference for executive branch ALJs.

Useful Information:

- OALP's main address is: 100 N. Senate Ave, N802 / Indianapolis, IN 46204
- To file documents: send an email to oalp@oalp.in.gov
- Case number formatting: follow a standard naming convention: [Agency]- YYMM-XXXXXX ; example: IDEM-2407-000006

Article by the Office of Administrative Law Proceedings

Artwork by David Alleen (Indiana Department of Transportation)



Get help from the Division of Workforce Strategy & Performance

How does the Division of Workforce Strategy and Performance serve you?

Our team helps agencies define and engage the talent they need to achieve business results.

We provide consultation, education, and process management for agency leaders, managers, and employees.

The Performance Review Cycle represents five major steps that enable successful performance throughout the Review Period (January – December).

We can help agencies, managers, and employees with:

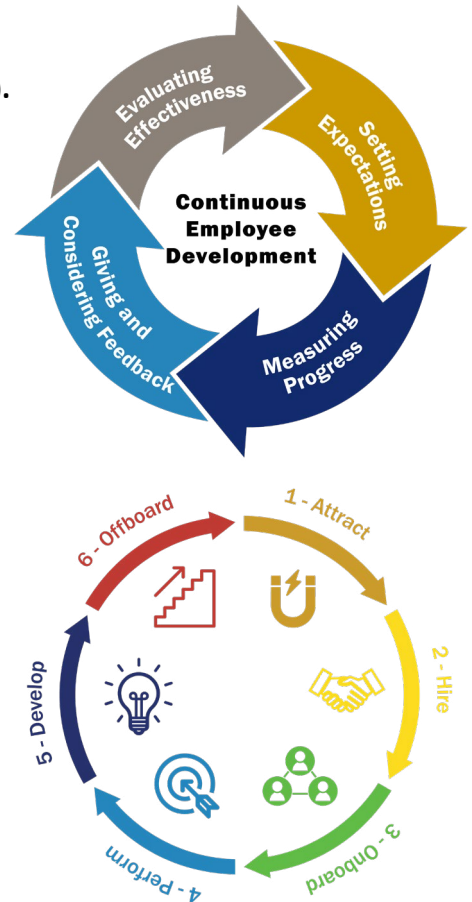
- Setting expectations in January and February
- Measuring Progress & Giving and Considering Feedback throughout the review period
- Evaluating Effectiveness at the middle and end of the review period
- Continuous Employee Development throughout an employee's career

INSPD's Talent Management Strategy is to equitably attract, engage, and retain diverse talent throughout the employee lifecycle.

We can help agencies and managers:

- Target qualified candidates, manage employees, and develop talent.
- Train employees to be successful in a new role.
- Align employee activities and expectations with the agency's mission.
- Create effective career development and succession planning programs.
- Identify and address current and future workforce needs.

We want to help you! Contact us to help you attract, engage, and retain diverse talent at your agency. Connect with your HR Representative to partner with your agency's assigned consultant or email performancemanagement@spd.in.gov to get help with forms and processes.



Workplace Violence & Sexual Harassment Prevention Training

It's that time of the year again!

The refresher training for Workplace Violence and Sexual Harassment Prevention will be launching to all State of Indiana executive branch employees and contractors on July 10 in SuccessFactors Learning, and the training will be due on July 31.

New employees and contractors starting with the State of Indiana

after July 10 will have twenty-one days from their start date to complete the training.

**Quasi agencies who have opted in to have the training will also be assigned the new module, with 21 days to complete after enrollment.*

To access and complete the training please login to [SuccessFactors](#) and

go to Learning. The training module can be found in your My Learning Assignments.

For additional assistance, please refer to the Quick Step Guide >

2024 State Contracts Seminar

Registration is now open for the 2024 State Contracts Seminar: To Infinity and Beyond...Beyond the Basics!

Wednesday, July 24 | 8:30 a.m. - noon

The 2024 State Contracts Seminar: To Infinity and Beyond...Beyond the Basics will highlight more advanced contracts related topics, such as contract negotiation, supplier diversity and key clauses. The seminar's speakers include representatives of the Indiana Office of the Attorney General, Indiana State Budget Agency, Office of the Inspector General, Indiana Office of Technology and Indiana Department of Administration. All state government attorneys and employees are encouraged to attend this free event.

CLE credit is currently pending approval but is expected to be approved at approximately three general credits and one ethics credit.

On the date of the event, in-person registration will begin at 8 a.m.

In-Person Admission

If you plan to attend in-person, please select the "In-Person Admission" ticket type during [registration](#). The seminar will be held in the Indiana Government Center South Auditorium at 302 West Washington Street, Indianapolis, Indiana 46204.

In-person walk-ins are welcome, but only until the auditorium reaches capacity and you must sign up at the registration tables prior to entering.

Live-Stream Admission

If you plan to attend remotely by live-stream via Zoom, please select the "Live-Stream Admission" ticket type during [registration](#). You will receive a link to the seminar the day before or the day of the event before it begins.

Additional Information

The seminar will be posted to the Indiana Office of the Attorney General's website within 24 hours after the event occurs, which can be found here: youtube.com/user/inattorneygeneral.

If you have any questions or concerns or need accommodations, please email [contracts\[at\]atg.in.gov](mailto:contracts[at]atg.in.gov).

The PowerPoint slides for the seminar will be posted on IDOA's website after the event under "Training Materials," and can be found [here](#).

[Click here to register for the seminar >](#)

SECC is almost here!

Mark your calendars — the State Employees' Community Campaign (SECC) is just around the corner! This year's campaign launches with our charity fair at the Statehouse Market on Thursday, September 12 (in Robert D. Orr Plaza) and Paddle Battle (down by the canal outside of the IGC-S cafeteria) on Friday, September 13. SECC offers state employees the opportunity to pledge donations through payroll deductions to the 501(c)3 nonprofits of their choice and participate in fundraising events until November 8. If you're not sure which organizations in our community you want to support, be sure to visit the charity fair! Stay tuned for more information coming soon.



July 11, 2024

Soaring Hawks | Chain O'Lakes State Park

Have a beak to nose educational experience with live birds of prey from Salamonie Raptor Center. These permanently injured birds are ambassadors for their species because they would not survive in the wild.

[More Information >](#)

July 13, 2024

27th Annual Sand Sculpture Contest | Indiana Dunes State Park

Watch the sand come alive at this year's contest! The theme is animals, but sculpting groups are not limited to sand art with this theme.

[More Information >](#)

Snakefest 2024 | Brown County State Park

We have passive displays of reptiles all day, with opportunities for learning, petting and pictures! We also have special presentations and snake arts and crafts!

[More Information >](#)

A Visit with a Hoosier Pioneer | Chain O'Lakes State Park

An interactive living history performance highlighting life on the Indiana frontier (prior to Statehood) in 1810.

[More Information >](#)

July 20, 2024

Floating Campfire | Chain O'Lakes State Park

Wade out to the fire in the water and roast your s'mores. We will provide s'mores fixings and roasting

sticks as supplies last, but feel free to bring your own goodies to cook.

[More Information >](#)

July 27, 2024

Back to School Bash | Harmonie State Park

One last weekend of camping fun at Harmonie before homework! We'll have DJ Joe playing great music for a dance party and more!

[More Information >](#)

Rumble for the Raptors | Hardy Lake

Join us for our Cruise in Car Show and enjoy live birds of prey, a variety of door prizes, our fundraiser breakfast and more.

[More Information >](#)

Christmas in July Celebrations

July 13, 2024

Mississinewa Lake

[More Information >](#)

July 13 - 14, 2024

Tippecanoe River State Park

[More Information >](#)

July 20, 2024

Ouabache State Park

[More Information >](#)

July 27, 2024

Versailles State Park

[More Information >](#)

Salamonie Lake

[More Information >](#)

Independence Day Celebrations

July 6, 2024

Fireworks by the Lake James Association | Pokagon State Park

[More Information >](#)

Raccoon Lake's Independence Day Fireworks Celebration | Raccoon State Recreation Area

[More Information >](#)

Independence Day Bike Parade | Clifty Falls State Park

[More Information >](#)

Thunder Over Patoka | Patoka Lake

[More Information >](#)

Patriotic Tie-Dye Fun | Chain O'Lakes State Park

[More Information >](#)

July 4th Fireworks | Versailles State Park

[More Information >](#)

Independence Day Fireworks Celebration | Raccoon State Recreation Area

[More Information >](#)

July 6 - 7, 2024

Independence Day Weekend | Obannon Woods State Park

[More Information >](#)

[View all DNR
special events >](#)

This Month WITH



July 6, 2024

A History of Popcorn and Patriots | Corydon Capitol State Historic Site

You're invited to "pop" in and celebrate Independence Day and the Popcorn Festival at Corydon Capitol! Snack on popcorn as we learn about key American patriots in the fight for independence.

[More Information >](#)

July 12, 2024

Adult Summer Camp | Indiana State Museum

An evening filled with unforgettable fun, adventure and nostalgia awaits! Adults can enjoy an exclusive opportunity to unwind with friends and experience the museum after hours, with delicious food, themed cocktails, classic camp activities and more.

[More Information >](#)

July 13, 2024

Clue Party | Culbertson Mansion State Historic Site

There's been a murder at Culbertson Mansion, and it's up to you to find the culprit! Search the mansion for evidence with your friends while dressed as your favorite Clue character.

[More Information >](#)

July 20, 2024

Family Discovery Day: Space | Indiana State Museum

Prepare for a journey to the moon in honor of the 55th anniversary of the moon landing! Before your space expedition, your family will meet space experts, build their own rocket and discover what it takes to be a space explorer!

[More Information >](#)

The Architecture of Limberlost | Limberlost State Historic Site

Discover everything about the architecture of the Limberlost cabin, from the Queen Ann style to the tiny design features that make it unique. You'll see where Gene Stratton-Porter drew inspiration for her writing and how the Porters afforded such an extravagant home.

[More Information >](#)

July 26, 2024

Good Night Forest Play Group | Indiana State Museum

Immerse yourself in the fun of nighttime ... in the early morning! Before the museum opens to the public, young children and their caregivers can explore, play together and interact with other families at Good Night Forest, our newest nature-inspired experience created especially for little ones.

[More Information >](#)

July 27, 2024

Standing Up Against Slavery: The Story of Polly Strong | Levi & Catharine Coffin State Historic Site

Join us to hear a story on the importance of bravery in the life of Polly Strong, an enslaved woman who took her battle for freedom all the way to the Indiana Supreme Court in Corydon. We'll explore her fight and the tangled early history of slavery in Indiana

[More Information >](#)

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 Celtic folk band Keltricity.

[More Information >](#)

Overview of the State Historic Sites | Vincennes State Historic Site

Did you know there are 11 different state historic sites that are all part of the Indiana State Museum and Historic Sites' museum system? Join us for a lecture and presentation by Southwest Region Director and Angel Mounds State Historic Site Manager Mike Linderman as he shares stories and the history of these significant locations.

[More Information >](#)

July 28, 2024

Special Tour: The Civil War in the Steele Library | T.C. Steele State Historic Site

This tour will highlight the collection's primary sources and publications related to the American Civil War and illuminate the many links between the Civil War and T.C. Steele's family.

[More Information >](#)

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

continued from page 10

No fault in these stars: Author John Green, ‘star power’ highlights TB prevention and care

also able to talk with Michigan TB experts regarding that state’s experiences with TB stemming from bone grafts—an outbreak that also affected Indiana.

A time presents itself

With two Hill Days in the books already this year, White said she doesn’t anticipate returning to Washington, D.C. in 2024., but she does hope to go back next year for more advocacy, as well as important networking and partnerships that can help further the fight against TB.

“I can share stories and data and information—all things that I would normally share in my day-to-day job and let the professional advocates be the ones that ask the senators to sign something or ask for more funding,” White said.

New friendships have been part of this unique experience for White.

“He’s a really nice guy,” she said of Green, adding that it’s possible he’ll return for another Hill Day in the future, lending more support to an

important cause. Whether or not that’s written in the stars is anyone’s guess, but it’s clear the outlook for TB prevention and care is no Paper Towns-style mystery. It’s bright and in the caring hands of people dedicated to an important mission.

Article by Brent Brown, Indiana Department of Health

Condensed for space by the Indiana State Personnel Department

continued from page 13

Everybody in! Health commissioner continues state-spanning journey as all counties opt-in to HFI

department plans to work with local EMS to invest in mobile integrated health.

At the time of publication, Dr. Weaver had visited 64 Indiana counties since beginning her role as state health commissioner in 2023.

Article by the Indiana Department of Health



Fountain County is working with local EMS on a mobile integrated health initiative.

continued from page 15

Staying cool and safe: Heat safety for the workplace

Workload can be classified as light, moderate, heavy or very heavy. Heavy and very heavy work carries the highest risk of heat-related illness.

- Light: sitting or standing with minimal arm and leg work.
- Moderate: Continuous modest intensity, such as light pushing/pulling or normal walking.
- Heavy: Intense upper body work such as carrying loads or sawing.
- Very heavy: Intense activity at an almost maximum pace.

Estimating each worker’s workload is important. Workers who are overweight or obese might produce more metabolic heat than other workers who perform the same task. These workers should be given frequent rest breaks, and work should be scheduled in the cooler part of the day.

If you have any questions about heat safety, contact the Indiana Department of Labor’s INSafe program by phone at (317) 232-2688 or by e-mail at insafe@dol.in.gov. INSafe’s consultants can help your company develop safety and health plans to keep your workers safe this summer.

Article by the Indiana Department of Labor



July 2024: Tips for well-being

Five tips to get your body moving

Getting active is one of the healthiest changes you can make to your routine. Regular exercise is great for your heart, brain, muscles and bones. It can lower your risk of heart disease, Type 2 diabetes and other conditions. Moving at a brisk pace that revs up your heart burns calories to help manage your weight. And exercise can reduce stress, improve sleep and may even help you live longer.*

You don't need to join a gym or learn a sport to get more exercise. Simply find the activities you enjoy! Adults should aim for 150 minutes of moderate exercise a week.* But you can break it up to fit your lifestyle. To start, add a little activity to your normal day. For example, walk for 15 minutes before and after work.

Looking for inspiration? Check out these tips:

- **Block off workouts** on your calendar. Treat them like any other appointment.
- **Make a mix of upbeat songs.** Groove to them on the treadmill or a walk.
- **Head outdoors** to take advantage of the longer summer days. Shoot hoops, practice golf putting or ride a bike.
- **Work out as a family.** Plan a hike or hula hoop contest. Or, kick a soccer ball at the park.
- **Take an online workout class.** Try country line dancing, Pilates or power lifting.

Wellness Webinar: Get up, get active*

Activity can help improve your overall health and pump up your energy levels. We'll share ways to fit exercise into your schedule and keep it up long term.

Tuesday, July 23, 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 May 20, 2024.
* FOR WEEKLY EXERCISE SOURCE: Centers for Disease Control and Prevention. Steps for getting started with physical activity. Last reviewed April 17, 2024. Accessed May 20, 2024.

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