



# The Torch

The official newsletter for Indiana state employees

May 2022

## 634 State Employees Celebrate Milestones at the Governor's Long-Term Employee Reception

On Tuesday, April 19, 2022, hundreds of the State of Indiana's long-term employees came together to celebrate almost 30,000 collective years of service to our home state!

At the Governor's Long-Term Employee Reception, we celebrated 634

employees who've achieved 35, 40, 45, 50, 55, and 60+ years of service milestones in the last two years.

Notable among these dedicated state employees are two long-term



Department of Revenue's Commissioner Bob Grennes, Deborah Harling (celebrating 50 years of service), and Governor Holcomb.

INDOT employees celebrating 60+ years with the State of Indiana: Construction Engineer Fabian San Miguel Celebrated a remarkable 61 years of service with the state in 2021, and Standards Engineering Assistant Monroe Grady is

celebrating 60 years of dedication to the State of Indiana.

On behalf of 33,000 state employees, thank you, Fabian and Monroe for your exemplary service and the

(Continued on page 10)



Department of Correction's team celebrating 35 years of service. Front row (left to right): Rob Carter, Jeffrey Ballenger, Mary Saegesser, Rita Majors, Kathy Griffin, Tammy Wroblewski, Arnold Love, Governor Holcomb. Back row: Ron Neal, Kevin Durbin, Scott Brenneke, Julie Adams, James Smith.

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*The Torch* is published monthly by the Indiana State Personnel Department and is available online at [on.in.gov/TheTorch](https://on.in.gov/TheTorch).

## Got a story?

Submit your story ideas to: [spdcommunications@spd.in.gov](mailto:spdcommunications@spd.in.gov)

## Social media



Follow [@SOIEmployees](https://twitter.com/SOIEmployees)



Like [@SOIEmployees](https://www.facebook.com/SOIEmployees)



Follow [State of Indiana Employees](https://www.youtube.com/StateofIndianaEmployees)

# Public Service Recognition Week is Well Underway



BMV's Muncie branch celebrates Favorite Vacation Destination Day with shirts from their favorite places to visit.

Since 1985, the first full week in May has been designated as Public Service Recognition Week (PSRW), honoring those who serve our nation as federal, state, county, or local government employees. This week we are honored to join together as State of Indiana employees are being honored and recognized for their public service.

Employees have enjoyed statewide events this week, including a heartfelt address by Governor Eric

J. Holcomb, spirit days and social media spotlights. Across Indiana, our employees have repped their favorite sports teams, favorite vacations spots, and their years of service.

The final spirit day, Hoosier Spirit Day, is tomorrow, May 6. Show your Hoosier pride and join your teammates in celebration by wearing your favorite Hoosier gear—anything Indiana!

Then, enjoy the outdoors and Indiana's natural beauty on Saturday, May 7 – and receive free admission! DNR is wrapping up PSRW by offering free entry

to state parks and other properties on Saturday to state employees. Simply tell the gate attendant that you are a state employee.

As we bring Public Service Recognition Week to a close, we want to take a moment to remind you how much we appreciate all of our state employees—not just this week, but all year long. Thank you for everything you do to provide great government service to Hoosiers statewide.



Celebrating State of Indiana employees' years of service during PSRW. Green — 0-2 years, Blue — 3-5 years, Orange — 6-10 years, Red — 11-15 years, Pink — 16+ years

## The Spring Pulse

INSPD Director, Matt Brown discusses the results of the Pulse Survey

The Spring Pulse Survey results are in, and I am happy to say that participation this season was excellent. Thank you for filling out the survey and letting us know what matters to you. I have personally shared your responses with all levels of state and agency leadership. Now, we are sharing a [summary of these results](#) with you so that you can check the pulse of our state workforce. In addition to these results, I'd also like to share with you the ways in which we are working to align our workforce programming and policies with



what you've told us matters to you.

### Compensation

As part of Governor Eric J. Holcomb's NextLevel State Work agenda, INSPD has been directed to undertake a compensation study to evaluate the state's current job classifications and pay ranges alongside their current market value in Indiana. This study will lead to recommendations

to improve the state's current compensation system.

### Benefits and Rewards

We continue to work towards improved employee health outcomes while maintaining low health care costs. This year, we have introduced several new programs for employees, including Group

*(Continued on page 11)*

# Hoosier Lottery Celebrates Beneficiaries

Each May, the Hoosier Lottery recognizes our beneficiaries - retired teachers, police, and firefighters. For more than 32 years, the Hoosier Lottery has contributed \$30 million annually to local police and firefighters' pensions, and \$30 million annually to the Teachers' Retirement Fund.

Indianapolis Metropolitan Police Department retirees Marshall and Kathy Depew understand the importance of the Hoosier Lottery contributions to their pension fund. Marshall says his dad, his hero, made a lasting impression of the meaning of hard work and what having a pension could do for a retiree. "He worked for General Motors, and I know what his pension meant to him. I wanted to work in a career where there would be some financial stability after all the time invested." Marshall, a lieutenant, retired in 2019 after 35 years. His wife, Kathy, a detective, retired in 2018 after 30 years. The Hoosier Lottery continues to help protect the retirement of those who dedicated their lives to protecting us by distributing nearly \$760 million to local police and firefighters' pensions since that first Lottery ticket sale in 1989.

So many Hoosier Lottery beneficiaries continue working in communities to help serve others across Indiana after retiring. Sue Jones is a perfect example. She dedicated 42 years to teaching first grade and was fortunate to spend each year in the same district, in the same school, in the very same

classroom. Now, she volunteers for Team of Mercy to help raise awareness about mental illness. "I am still working to educate others so they may realize that mental illness is exactly that - an illness," said Sue. Lottery monies benefit those who gave Indiana's children the gift of learning. The Hoosier Lottery has contributed more than \$947 million to the Teachers' Retirement Fund since 1989.

Hoosier Lottery funds have benefited every county throughout Indiana. You can use the QR code below to see each Indiana county and recent annual dollars given to the beneficiary funds, the Lottery Surplus Fund, and amounts paid to winners and retailers.

"We continue to fulfill our mission to return maximum net revenue to the state in a socially responsible way," said Hoosier Lottery Executive Director Sarah M. Taylor. "We have provided more than \$6.7 billion to the state and awarded more than \$15.9 billion in prizes to our winners. This May, and every day, we dream of a Stronger, Safer, Smarter Indiana."

*Article submitted by the Hoosier Lottery*



[hoosierlottery.com/giving-back](https://hoosierlottery.com/giving-back)

## Reminder - PeopleSoft FREEZE



The migration to the new PeopleSoft 9.2 is underway. Remember that there is currently a complete shutdown of PeopleSoft until May 10. No one will be able to access the system at all until that date.

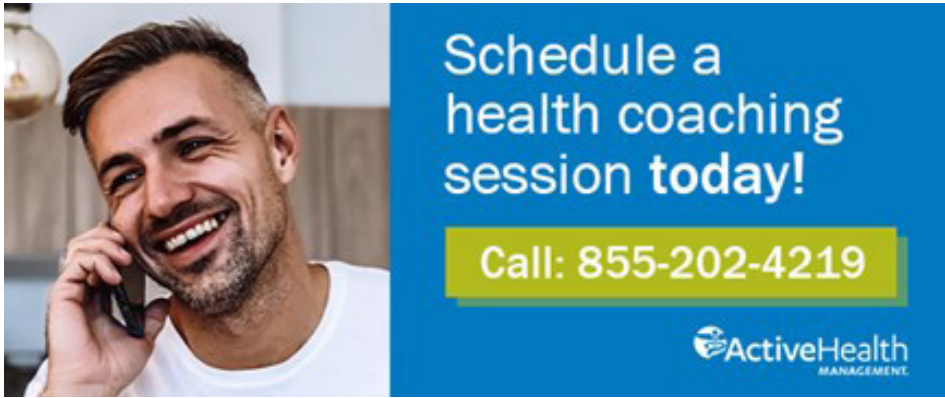
After the launch of PeopleSoft 9.2, you will be required to enter your time in the new PeopleSoft HCM 9.2 payroll system that starts pay period 5/1-5/14/22. **All employees must complete Employee or Manager Self-Service Trainings in [SuccessFactors](#) before May 6.** Click the "Take Courses" tile to find trainings.

Thank you for your cooperation as we transition to the new PeopleSoft 9.2 We're looking forward to a better experience for all state employees.



Artwork by  
Jerry Williams

# Here's Your Chance to Improve Your Health and Save Money! Call ActiveHealth Today to get Started on Health Coaching!



**July 1 is the last day to call ActiveHealth to get started with 1-on-1 health coaching for the 2023 premium discount.**

ActiveHealth health coaches can provide expert help to make healthy changes in 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!

**Two options to earn the 2023 premium discount include 1-on-1 health coaching**

- **Health Coaching:** Complete four 1-on-1 health coaching sessions with ActiveHealth.
- **Health Coaching + Health Education:** Complete two 1-on-

1 health coaching sessions with ActiveHealth AND reach Level 3 in the [ActiveHealth portal](#).

Don't pass up this opportunity to work with a team of qualified professionals (such as registered dietitians, certified health coaches, certified personal trainers, exercise physiologists, certified diabetes educators, and more) to reach your wellness goals.

**Get started – Call today!**

Health coaches are available Monday through Friday from 9 a.m. to 9 p.m. ET and Saturdays from 9 a.m. to 2 p.m. **Call 855-202-4219 to schedule a coaching session.** The July 1 deadline to start is fast approaching, so get started today! The deadline to complete these activities is Sept. 30.

[Check out this video](#) to hear from ActiveHealth health coaches about what to expect from a health coaching experience.

**Other premium discount activity options**

- **Fitness Tracking:** If you have already started the fitness tracking option keep going! Make sure you are on track to reach 200 days by checking the counter in your ActiveHealth Rewards Center. The deadline to start this option was March 15.
- **Group Coaching:** Completing four group coaching sessions from the same series through ActiveHealth is another option to earn the 2023 Premium Discount. Register for a group coaching series through your ActiveHealth portal. The deadline to start this option is August 15.

Remember, if your spouse is covered on your medical plan, they must also complete one of the four options by the Sept. 30 deadline for you to qualify for the 2023 premium discount.

Learn more at [www.InvestInYourHealthIndiana.com/ActiveHealth](http://www.InvestInYourHealthIndiana.com/ActiveHealth).

# Skin Cancer Prevention Starts with You!

## Get the facts about skin cancer

- Skin cancer is the most common type of cancer in the U.S. and worldwide.
- 1 in 5 Americans will develop skin cancer by age 70.
- Every hour, more than 2 people die of skin cancer.
- If you catch skin cancer early enough, you can be A-OK.
- Your risk for melanoma doubles if you've had more than 5 sunburns.
- Regular daily use of SPF 15 or higher sunscreen reduces your risk of melanoma by 50%.

## 9 ways you can protect your skin

1. Seek the shade, especially between 10 a.m. and 4 p.m.
2. Don't get sunburned.
3. Avoid tanning, and never use UV tanning beds.
4. Cover up with clothing, including a broad-brimmed hat and UV-blocking sunglasses.
5. Keep newborns out of the sun. Use sunscreen on babies over the age of six months.
6. Use a broad-spectrum (UVA/ UVB) sunscreen with an SPF of 15 or higher every day. For extended outdoor activity, use a water-resistant, broad-spectrum sunscreen with an SPF of 30 or higher.
7. Apply 1 ounce of sunscreen to your entire body 30 minutes before going outside. Reapply every two hours or after swimming or sweating.
8. Examine your skin head-to-toe every month.
9. See a dermatologist at least once a year for a professional skin exam.



[Read on the Invest In Your Health Blog >](#)

## Group coaching myths—BUSTED!

Did you know that group coaching isn't just like 1-on-1 coaching with a group?

[Read more about group coaching and other group coaching myths on the Invest In Your Health blog. >](#)

There's still time to enroll in group coaching. Complete four group coaching sessions in the same series through ActiveHealth. Get started in group coaching by signing up for a series at [myactivehealth.com/stateofindiana](http://myactivehealth.com/stateofindiana).

The deadline to enroll in group coaching is **August 15**.





## What to know about eye health

It's been said that eyes are the window to the world. We depend on our eye health and vision to do almost everything in our day-to-day lives – so it's important to make sure we take care of them. Here are some easy steps to take to ensure your eyes stay healthy:

1. **Get regular eye exams** – typically once per year unless your doctor tells you otherwise.
2. **Wear sunglasses and protective eye wear** – not only can the sun's UV rays damage your eyes, but it's a good idea to wear protective eye wear when playing sports or doing home repairs.<sup>1</sup>
3. **Know your family's eye history** – tell your provider about any conditions that might run in your family.
4. **Eat a healthy diet** – eating nutritious foods and maintaining a healthy weight are key for good eye health.
5. **Don't smoke** – get help to kick the habit or avoid it altogether.

### Wellness Webinar Series

**A fresh look at eye health.** Our eyes are important, but how much do you know about keeping them healthy? We'll talk about this and common eye problems during this session.

**May 17, 2022 | 10:00 AM, 12:30 PM and 4:30 PM, ET**

<http://go.activehealth.com/wellness-webinars>



1. National Eye Institute, "Keep Your Eyes Healthy", May 19, 2021, <https://www.nei.nih.gov/learn-about-eye-health/healthy-vision/keep-your-eyes-healthy>



## Coach's corner

with **Coach Quonesha**, MHA, Health Coach

Quonesha's passion is to help others achieve the lifestyle they aspire to by understanding what is truly important in their lives.

### Quonesha's well-being tips:

We often don't realize how long we stare at our computer monitors, TV's and smartphones. Your eyes can get tired from too much screen time so be sure to give your eyes a break. Rule of thumb is a 20 second break every 20 minutes to rest your eyes by looking away or closing your eyes completely.

For those that wear contact lenses daily, be sure to give your eyes a break, too. This can be a day of glasses or just taking your lenses out early for the evening. Always wash your hands before touching your eyes or lenses and make sure you disinfect and replace your contacts as needed.

Overuse of contacts or screentime can sometimes cause your eyes to dry out as well – but dry eyes can become a serious problem. If itching, burning, or sensitivity become an issue, be sure to call your eye doctor for an appointment.



### BBQ Chicken Tacos with Red Cabbage Slaw

Vegetables (like cabbage) are great for your eyesight. Find these tangy tacos and more fun recipes at:

**MyActiveHealth.com > Resources > Learning Center.**

## Not seeing clearly? Your optometrist can help.

If you have any of these symptoms, don't wait – visit your eye doctor straight away to get checked out:

- Circles (halos) around lights
- Decreased Vision
- Double Vision
- Draining or redness in your eye
- Eye Pain
- Flashes of light
- Floaters (tiny specks floating in your vision)



**For more tips on how to manage your well-being, visit [MyActiveHealth.com](https://www.MyActiveHealth.com)**



“

# How are you?

...

## No, really.



### May is Mental Health Awareness Month

Let’s face it: Life can be stressful. We all have tough days, and sometimes they become tough weeks, months or even years.

Yet when it comes to being honest about how we’re feeling, we often shrug off inquiries with a quick “I’m fine,” “all right” or “OK.”

If we answered more honestly – admitting we’re overtired, struggling to balance it all or simply not feeling our best – could we help others do the same? Could we make talking about and finding support for mental health easier?



**Join us in changing the conversation.** To get started, scan the QR code to find self-care tips and resources, digital solutions, and peer communities and to learn how to care for your mental health.

Visit [www.liveandworkwell.com](http://www.liveandworkwell.com) to learn about the full range of benefits available to you. Register with your HealthSafe ID or browse as a guest with your company access code, Indiana, to get started.

About

## 1 in 6

adults in the U.S. experience depression at some time in their life.<sup>1</sup>

About

## 1 in 9

adults in the U.S. regularly have feelings of worry, nervousness or anxiety.<sup>2</sup>



1. Centers for Disease Control and Prevention (CDC). Mental health conditions: Depression and anxiety. [cdc.gov/tobacco/campaign/tips/diseases/depression-anxiety.html](https://www.cdc.gov/tobacco/campaign/tips/diseases/depression-anxiety.html). Last reviewed February 8, 2022. Accessed March 1, 2022.

2. CDC. Mental health. [cdc.gov/nchs/fastats/mental-health.htm](https://www.cdc.gov/nchs/fastats/mental-health.htm). Last reviewed February 1, 2022. Accessed March 1, 2022.

**If you or someone you know has thoughts about suicide, seek help right away. To talk with a trained counselor, you may call the National Suicide Prevention Lifeline anytime at 1-800-273-TALK (1-800-273-8255). If you or someone you know is in immediate danger, call 911 – or go to the closest emergency room.**

**This program should not be used for emergency or urgent care needs. In an emergency, call 911 or go to the nearest emergency room.** This program is not a substitute for a doctor’s or professional’s care. Consult with your clinician for specific health care needs, treatment or medication. Due to the potential for a conflict of interest, legal consultation will not be provided on issues that may involve legal action against Optum or its affiliates, or any entity through which the caller is receiving these services directly or indirectly (e.g., employer or health plan). This program and its components may not be available in all states or for all group sizes and are subject to change. Coverage exclusions and limitations may apply.



# INSPD Team Wins IBB Flipping Finance Challenge, Receives Award for Innovation in Public Finance

Last month, Indiana State Personnel Department (INSPD) employees, Monterius Harts, Samantha James, Ashley Martin, Holly Serban, and Kate Wampler competed in Indiana Bond Bank's (IBB) Flipping Finance Challenge (FFC) as team "No Money, No Problem," and together took home the first ever Treasurer of State's Award for Innovation in Public Finance.

Out of 13 challenges, team No Money, No Problem chose to design and propose a solution to a Jay County challenge called "Smells Like Teen Spirit," focused on building opportunities for engagement and leadership development for youth in Jay County.

After a week in the research and design phase, team No Money, No Problem pitched their idea for a "Jay County Youth Leadership Council" (JCYLC) to current Jay County leadership and FFC judges.

Their proposal included three primary pillars:

**Pillar 1:** Create a "Junior Council Member" status within the Jay County Council. Invite JCYLC members to attend and contribute to community-shaping dialogs at monthly county council meetings.

**Pillar 2:** Establish a JCYLC Mentorship Program. Invite Jay County small business owners and county government leaders to partner with JCYLC members in one-on-one goal setting, career planning, and leadership-skill-focused mentorship relationships.

**Pillar 3:** Establish a rotation of



INSPD's Flipping Finance Challenge Team- Samantha James, Monterius Hartz, Ashley Martin, Kaitlyn Wampler, and Holly Serban

community-based events for JCYLC members, balanced between community service opportunities, meet and greets with small business owners and community leaders, and contributions to ongoing community events.

Participation in all parts of the program is driven by volunteers and rewarded by a series of community-based incentives. The proposed incentives were intentionally chosen to further drive engagement and participation in Jay County events and organizations.

Members of team No Money, No Problem say they're glad to have heard about IBB's Flipping Finance Challenge, and they thoroughly enjoyed the opportunity to create something new and generative as well as the opportunity to build lasting friendships through FFC.

Join INSPD team members next year at IBB's FFC 2023 and compete for the coveted Treasurer of State's Award. We can't wait to see you there!



FFC Innovators pose ideas to Jay County leaders as they refine their solutions.

(Continued from page 1)

## 634 State Employees Celebrate Milestones at the Governor's Long-Term Employee Reception

legacy you continue to build at the State of Indiana. We hope to follow in your footsteps! Each of these employees' hard work, dedication and enduring commitment to our fellow Hoosiers exemplifies what it means to be a public servant, and we are grateful for their continued contributions to Indiana citizens.



Indiana State Department of Health's Chief Medical Officer Dr. Lindsay Weaver, Deputy State Health Commissioner and State Epidemiologist Pam Pontones, Becky Haywood (celebrating 40 years of service), Anne Dillon (celebrating 40 years of service), and Governor Holcomb.

We look forward to inviting these same employees and more to future GLTER celebrations as each of them continue to develop their careers in public service with the State of Indiana.

To view or download high quality photos of the reception, please [click here](#).

Article submitted by INSPD Communications

## What in the World is the Flipping Finance Challenge?



It's no secret that you, if only in part, choose public service because you believe you can use your skills to make Indiana a better place to live and work.

The Flipping Finance Challenge (FFC) is Indiana Bond Bank's creative niche, designed to connect solution-oriented thinkers like you with local city/county government units in pursuit of innovations that make Indiana's future better and brighter for the next generation.

"We don't like to talk about problems. We like to try to solve problems," says Mark Wuellner, organizer of the Indiana Bond Bank's (IBB) 2022 Flipping Finance Challenge (FFC). And IBB's laser focus on new ways to deliver solutions to the unique local financial issues were the seeds from which grew the FFC event. And like many a great idea, FFC began with a passionate team sketching out ideas on a napkin".

[Read the full interview here >](#)

## SIZE UP YOUR SUMMER

THE GUIDE TO WHAT'S NEXT NOW ONLINE!

Our directory is chock full of programs and events happening at our 12 locations across the state, May through July.



VIEW NOW!

INDIANA STATE MUSEUM AND HISTORIC SITES  
indianamuseum.org

(Continued from page 2)

## The Spring Pulse

Health Coaching, a new diabetes prevention program, and a new Employee Assistance Program (EAP). We have also worked to provide a way to connect employees to medical care through telephonic, virtual, and in-person options so that they work best for them. In addition to these improvements, we also introduced a new tiered network within our healthcare plans which can help lower your health care costs.

### Flexible Work Arrangements

The Flexible Work Arrangements policy went into effect on March 7 and is being used by employees statewide. We continue to work towards more flexibility through alternative work schedules and remote work. The WHOLE Employee policy was created to encourage you to collaborate with your manager to increase both employee engagement and health and wellness-related activities during the workday. Additionally, later this summer we will be surveying state employees to determine what dependent-care barriers to employment exist and working to finding solutions that meet employee need.

### Personal Growth

Your personal and professional development and growth matter to you, and they matter to us. A more educated workforce is a more effective workforce. The Education Reimbursement Policy that went into effect on March 7 standardized a \$5,250 annual

reimbursement for all full-time state employees with a year of continuous service. Not only that, but the WHOLE policy now allows employees to participate in professional development and educational opportunities during compensable work hours.

### Diversity/Inclusiveness

It is important to us that every State of Indiana employee feels included and that they have equal opportunity. That is why we recently created a new job series for Equity Inclusion and Opportunity (EIO) roles throughout the state. This code standardizes the roles of those working within EIO, helps define what it means to be successful in these roles, and fosters peer-to-peer relationships across a variety of agencies. Led by Karrah Herring, Indiana's first Chief Equity, Inclusion & Opportunity Officer, and her team, EIO Officers are working to make sure that every employee feels included, respected, and treated equitably.

### Recognition

Recognizing employees who have gone above and beyond by working hard, innovating, adapting, being fiscally responsible, or providing great service to Indiana residents. Like Governor Holcomb recently said in his announcement to state employees, you are our

## 2022 Pulse Survey Summary

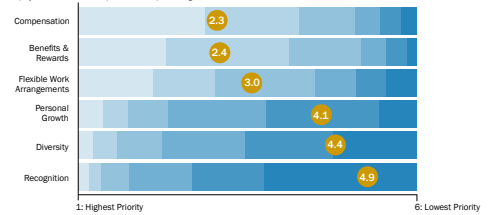


Year	Participation	Pulse Score*
2022	55.25% 14,471 of 26,187 surveyed	3.95/5.0
2021	29.7% 8,346 of 28,117 surveyed	3.89/5.0
2019	29.7% 9,055 of 30,500 surveyed	3.67/5.0

\*4.0 = engaged

### Employment Priority

State employees ranked critical aspects of work, prioritizing them from 1-6.



Questions	Pulse Score		
	2019	2021	2022
I understand what is required to be successful in my role.	4.12	4.23	4.30
My work is meaningful and contributes to the goals of my agency.	4.16	4.26	4.30
I seek opportunities to improve my performance.	N/A	4.25	4.30
My supervisor, or someone at work, seems to care about me as a person.	N/A	4.14	4.20
My supervisor, or another leader, encourages my professional development.	3.67	3.98	4.10
I have access to the equipment and information needed to do my job well.	3.75	3.87	3.90
I feel a sense of belonging and inclusion at work.	3.60	3.78	3.90
I receive timely feedback from my supervisor regarding my performance.	3.57	3.79	3.90
My peers are committed to continuous improvement.	3.68	3.73	3.80
I have access to opportunities at work that allow me to learn and grow.	3.56	3.71	3.80
Diverse identities and ways of thinking are valued in my workgroup.	3.55	3.71	3.80
I receive meaningful recognition when I do good work.	3.33	3.60	3.70
I work with someone I consider a close friend.	3.43	3.52	3.60
Averages	3.67	3.89	3.95

\*4.0 = engaged

number one resource—and recognizing that is important. To better recognize employees for their service to the state, we are working to re-invigorate the Spot Bonus program across all agencies, as well as establish the Governor's Public Service Awards program to recognize employees statewide.

Thank you for sharing your thoughts through the Pulse Survey. Your feedback directs our efforts to make employment at the state what you want it to be. In the future, we plan on conducting The Pulse Survey twice each year—so be on the lookout for the Fall Pulse Survey later this year.

If you're interested in seeing some of the results from the Spring Pulse Survey, please take a moment to check out this summary document.

[Pulse Summary Document >](#)

Matthew A. Brown  
Director  
Indiana State Personnel Department

# Register for Pre-Retirement Planning Seminar

If you are serious about retiring from state employment, register now for the upcoming Pre-Retirement Seminar, sponsored by the Indiana State Personnel Department (INSPD). This day-long workshop is 8:30 a.m. to 4:30 p.m. on June 9th, 2022, in the IGC-S Auditorium. An hour break for lunch is also included.

This program is designed to assist state employees with advance retirement planning by providing information useful in making informed decisions. The recommendation is for an employee to take this training if they are planning to retire within the next year. A sound retirement requires careful planning involving numerous topics, including:

- Public Employees' Retirement Fund
- Social Security information and options

- Insurance – options for both life and health insurance
- Benefits obtainable through Social Security and Medicare
- Hoosier S.T.A.R.T. – pros and cons of different types of investments for future retirement security.
- Key elements in estate planning, including: last will and testament, living will, health care authorization, durable power of attorney and death taxes.
- The Indiana Long-Term Care Program as an element of retirement planning.

This workshop is free of charge. Employees may attend the seminar one (1) time in their career as a State of Indiana employee\* Your supervisor's approval is required to attend. SuccessFactors automatically sends the supervisor an email asking him/her to approve your enrollment in this

seminar. Neither travel time, mileage, nor vehicle allowance is paid/allowed.

- Click here to [REGISTER](#). Your spouse is welcome to attend, but registration is not necessary if he/she is not a state employee. Registration is required to attend and seating is limited. Reserve your seat today by self-enrolling into the seminar. Please note: your spot is not reserved until your supervisor approves.

Questions may be directed to INSPD Learning & Development at [spdtraining@spd.in.gov](mailto:spdtraining@spd.in.gov)

\* Should employees choose to attend additional sessions of this seminar, they are expected to use their own appropriate accrued leave time.

## Microsoft is Hosting Indiana's First Ever Innovation Application Summit!

### Who is this for?

- Data Scientists, Architects, Business Leaders and those who love cloud computing and want to learn more about the most secure and scalable cloud in the world, Azure
- Business Leaders and Citizen Developers who want to learn more about the LOW CODE REVOLUTION and Microsoft's Power Platform
- DEVELOPERS who are part of the 73M GitHub community

### When is this event? - June 23rd

This will be an all-day event that will be hosted at the Government Center South Building, sponsored by IOT.

Breakout sessions will be hosted by Microsoft specialists and architects that are part of the extended State of Indiana account team.



Hold the date! Registration site coming soon!

If interested in attending or learning more, reach out to Elisa Phillips at [EPhillips@iot.IN.gov](mailto:EPhillips@iot.IN.gov) or 570-573-4437.

# Education Reimbursement

## Education Reimbursement Policy



UP TO **\$5,250** ANNUALLY

Can be applied to all core and elective courses required for the completion of a certificate, high school equivalency, state licensure, associate's, bachelor's, master's, or doctoral degree program.

The State of Indiana has introduced a new Education Reimbursement policy as part of the overall employee compensation package to encourage state employees to grow through advanced academic or professional licensing by providing financial reimbursement for eligible education expenses. Full-time employees who have been employed by a state agency for 12 consecutive months may be eligible for reimbursements of up to \$5,250.00 annually.

### Am I eligible for Education Reimbursement?

#### Eligible Employees:

- Have been employed full-time and continuously with the state for at least 12 months prior to submitting their Education Reimbursement Program application.
- Have not received a disciplinary action in the 12 months prior to the end of the course.

#### Eligible Courses:

- All core and elective courses required for completion of a

certificate.

- State licensure.
- Associate's, bachelor's, master's, or doctoral degree program offered through, in, or associated with an accredited training or educational institution, school, or professional organization

#### Other acceptable courses include:

- Credit/no credit or pass/fail courses, refresher courses, and preparatory course work for licensure or certification when required for the completion of the program.

Reach out to your human resource director for more information or read the frequently asked questions below.

[Read the Policy Statement >](#)

[Read the FAQ >](#)

## Referral Bonuses

The State of Indiana has introduced a new Referral Bonus as part of the overall employee compensation package to encourage state employees to refer talented applicants to vacant state positions.

### How do I record my referral to earn a Referral Bonus?

1. When you refer an eligible employee to an open position at your agency, complete the State of Indiana [Referral Bonus Program Form](#) and submit it to the Human Resource Director before the referred employee's start date.
2. Your application will be reviewed for approval by the human resource director based on criteria identified

within the policy.

3. If eligibility criteria are met, your request will be reviewed.
4. Referral bonus funds will be released to you on your regular paycheck once the referred employee has been employed by the State of Indiana for six months and is performing satisfactorily.

### Am I eligible to receive a Referral Bonus?

Yes, you are eligible to refer a candidate to your agency as of your first day of employment with a state agency.\*

*\*If you recruit individuals as part of your job duties (Ex: Talent Acquisition) you will not be eligible*

*for referral bonuses for recruited employees. However, should you refer an individual to your agency for a position that is not within your scope of responsibility, you may consult with your human resource director regarding eligibility for a Referral Bonus.*

### Who can I refer?

You may refer any qualified individual to an open position with your agency, though there are restrictions in place to prevent nepotism in state government.

Reach out to your human resource director for more information.

[Read the Policy Statement >](#)

# Historic Preservation Month

**That Exceptional One**  
INDIANA'S EARLY FEMALE ARCHITECTS & BUILDERS

*"I cannot, in whole conscience, recommend architecture as a profession for girls. I know some women who have done well at it, but the obstacles are so great that it takes an exceptional girl to make a go of it. If she insisted on becoming an architect, I would try to dissuade her. If then, she was still determined, I would give her my blessing—she could be that exceptional one."*  
-Pietro Belluschi

This quote, by a well-known fellow of the American Institute of Architects, shows just how devoted a woman had to be to pursue a career in architecture. She had to be not only smart, but also driven, tough, and determined to face each obstacle and still persevere. And this was in 1935. Imagine what it must have been like in the late 1800s for a teenage girl who wanted to take mechanical drawing classes—or trying to persuade a professional architect to take her on as an apprentice, knowing that the odds were heavily stacked against her. Mr. Belluschi was correct.

Each of the women pictured here is indeed "that exceptional one."

This year the DHPA is highlighting the women who worked in Indiana and shaped our built environment, at least those we know about and could find photographs of. Certainly, there are others. Some sought a college degree in the field, others were apprentices to existing architects, and still others taught themselves.

To learn more about these women and their work, follow the DHPA's Facebook page during May 2022.

LEARN MORE ABOUT HISTORIC PRESERVATION IN INDIANA:  
[ON.IN.GOV/DHPA](http://ON.IN.GOV/DHPA) • [FACEBOOK.COM/INDHPA](https://www.facebook.com/INDHPA)

May is National Historic Preservation Month, and the DNR Division of Historic Preservation and Archaeology (DHPA) celebrates Indiana's historic places every May in a variety of ways.

This year's theme is "That Exceptional One — Indiana's Early Female Architects and Builders". The DHPA produced a poster with images of 18 of these women.

[Visit DNR's website for more information on Historic Preservation Month and ways to celebrate >](https://www.dnr.in.gov/dhpa)

# DNR Division of Historic Preservation and Archaeology Hosts Second Teddy Bear Camp

The DHPA is hosting Teddy Bear Camp the week of May 8-14. This camp is for stuffed animals (not just teddy bears) belonging to kids age 5-12 in Marion, Hamilton, Hancock, Shelby, Johnson, Morgan, Hendricks, or Boone counties. The stuffed animals will visit a variety of places during camp to learn about history, architecture, and historic preservation.

Photos of camp adventures will be posted to [Facebook](https://www.facebook.com/INDHPA) daily. At the end of camp, stuffed animals and their kids will all be official "Junior Indiana Preservationists" and will get a certificate. Additionally, digital photo albums will be emailed to parents/guardians after the camp.

[Visit DHPA's website for more information >](https://www.dnr.in.gov/dhpa)

[Teddy Bear Camp Registration Form >](#)

**DNR**  
Indiana Department of Natural Resources

**INDIANA DIVISION OF HISTORIC PRESERVATION AND ARCHAEOLOGY**

# Teddy Bear CAMP

May 8-14

TEDDY BEAR CAMP

TEDDY BEAR CAMP

TEDDY BEAR CAMP

# State of Indiana Employees are Invited to Shop at the Columbia Sportswear Employee Store

## May 6th - May 30

### What the Columbia Employee Store has to offer:

- All the latest products from the Columbia Sportswear Company brands (SOREL, Mountain Hardwear, prAna, and, of course, Columbia Sportswear, including PFG/PHG) all marked at Columbia Sportswear EMPLOYEE pricing (Up to 50% below regular retail pricing); discounts may vary
- This invitation is valid for all individuals within your organization: employees, members, interns, volunteers, retirees, etc., as long as they can provide proof of affiliation
- Invitation can be used multiple times throughout the timeframe listed on the invite
- Employee must show the attached invitation with barcode (printed or shown from mobile device) for access to the store
- This invite is valid for you + 4 guests (must be present with guests)
- **This invite grants store access to the Columbia Employee Store in Henderson, KY only (offer not valid online)**



**EXCLUSIVELY FOR:**  
**State of Indiana**

**ITEMS ARE MARKED WITH EMPLOYEE PRICING  
(UP TO 50% OFF RETAIL PRICING)**

**VALID DATES**  
**05/06/2022 - 05/30/2022**  
**VALID FOR YOU + 4 GUESTS**

**WHAT TO BRING**

- THIS INVITATION
- PHOTO I.D.
- PROOF OF AFFILIATION

*business card | membership card | company email signature | pay stub | original email | other form of affiliation*

**LOCATION**  
2480 US HWY 41 NORTH  
HENDERSON KY, 42420

**HOURS**  
**SUN - THUR: 10A - 6P**  
**FRI - SAT: 10A - 7P**  
**(270) 854-3265**



Questions? Please email: kentuckyemployeeestore@columbia.com  
Valid for you and up to 4 guests for multiple visits during your invite period. Columbia reserves the right to modify or cancel this offer at any time. Please present this original invitation to the receptionist for entry and again at checkout. This invitation is non-transferable. You must be present during shopping. The products purchased are intended solely for the buyer's own personal use, including gifts to others. Resale of products is strictly prohibited. Columbia Sportswear limits the number of items purchased to no more than 10 of the same style. For team and company purchases, please speak to a member of our store management team. Offer may not be combined with any other offer or discount. Valid from dates listed above. ©2022 Columbia Brands USA, LLC.

### What to bring to access the store:

- The attached invitation (printed or shown from mobile device)
- Company/Organization ID (i.e. paystub-printed or shown from mobile device, business/membership card, badge, signature of work email, uniform, etc.)
- Personal Photo ID