



The Torch

The official newsletter for State of Indiana employees

January 2026

Governor's Long-Term Employee Reception Honors Decades of Service

Article by the Indiana State Personnel Department

One hundred long-term State of Indiana employees were celebrated on Wednesday, December 3, 2025, for hitting milestone service anniversaries at the annual Governor's Long-Term Employee Reception.

The event, attended by Governor Mike Braun, Cabinet Secretaries, and Agency Heads, recognizes the incredible impact that employees

who have dedicated 35, 40, 45, 50, 55, 60, and 65 years of service have had on Hoosiers statewide. Over 300 employees hit these milestones in 2025.

Employees may view and download the group photos from the reception, as well as access the program with a full list of 2025 honorees.

- [View and download the photos](#)
- [View the program with a list of the honorees](#)

Greetings from the Governor



Watch Governor Braun's latest [video message](#) to State of Indiana employees.



Governor Mike Braun delivers a message to State employees at the 2025 Governor's Long-Term Employee Reception, which was held on December 3, 2025.

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

Want more content?

Check out the State of Indiana on LinkedIn and Facebook and @WorkForIndiana on X and Instagram.

Have a story?

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

New Family First Workplace initiative



Article by the Indiana State Personnel Department

Governor Mike Braun announced the launch of Indiana's new Family First Workplace initiative, a statewide effort to expand support for working families and strengthen employee well-being across state government. As part of this initiative, the Indiana State Personnel Department has released the new [Infants at Work](#) policy to guide implementation.

Under the policy, pilot agencies may begin developing their own Infants at Work programs. Currently, the Indiana Department of Health, the Indiana State Personnel Department, the Indiana

Department of Natural Resources, the Integrated Public Safety Commission, and the Office of the Governor have all been approved as pilot agencies. These programs will allow eligible employees to bring infants up to six (6) months of age, or until they become mobile, whichever comes first, into the workplace.

The Family First Workplace initiative builds on the administration's commitment to supporting new parents, complementing both [New Parent Leave](#) and the [Childbirth Recovery Leave](#) policy announced by Governor Braun and effective July 1, 2025.

IOT to implement new password requirements in 2026

Submitted by the Indiana Office of Technology

In an ongoing effort to increase and improve security, new password requirements will be implemented in 2026. Users will receive detailed instructions for new password protocols along with dates for the required password reset period for their individual agencies soon.

All agencies should continue to use the "Current Forgot Password" options on the top line. Once an



agency has changed to the new password requirements, they will begin to use the "New Forgot Password" options on the bottom line. Call the Helpdesk with any questions.

Important updates and reminders

Submitted by the Office of State Comptroller Elise Nieshalla

New W-2 reporting requirement

Earlier this year, the One Big Beautiful Bill Act introduced a new provision regarding **premium overtime pay**. This is the additional half-time amount paid on all premium overtime hours, which **may not be subject to federal tax**.

- For tax year 2025, State employees will see this amount reported on the **W-2 in Box 14** under a description provided by the payroll system (currently expected to display as "**PREM OT**").
- If you have questions about how to report this on your tax return, please consult your tax advisor.

Review your January 15 pay stub

Please take time to review your January 15, 2026 pay stub and verify that all information is accurate. If corrections are needed, update them in PeopleSoft Employee Self Service or contact your agency payroll staff with any questions.

When reviewing your pay stub, consider the following:

- Is your **address** correct?
- Is your **pay rate** correct?
- Are your **tax withholdings** what you expect?
- Does your **county** reflect where you lived as of January 1, 2026?
- Are your **before and after-tax deductions** what you expect?
- Is your **HSA** amount correct?
- Are your **deferred compensation and/or 457 Roth** deductions for Hoosier START correct?
- Is your **banking information** for direct deposit correct?

2026 Wellness Rewards Program - Get rewarded for what matters.

Article by the Indiana State Personnel Department

In 2026, employees and spouses on the State employee health plan can earn up to \$500 in gift card rewards through the [Wellness Rewards Program](#).

With more than 20 rewardable activities to choose from, the program allows you to customize your wellness journey.

Complete wellness activities to earn up to \$500 in gift cards.



LEARN MORE

on.in.gov/WellnessRewardsProgram

Invest In Your Health

Wellness Rewards Program

Get Rewarded for What Matters

What is new for 2026?

- **New portal:** The Wellness Rewards Program portal has transitioned from ActiveHealth to Mobile Health Consumer.
- **New activities:** Digital Care Paths and Health Journeys allow you to choose a health topic to focus on and complete within the Mobile Health Consumer portal.

• **Individual Health Coaching:** Now through Anthem.

• **Access:** The new portal is exclusively available to employees and spouses on the State employee health plan.

[Read more](#) about the 2026 Wellness Rewards Program and view the full list of rewardable wellness activities.

Get started

- [Visit the Mobile Health Consumer portal](#).
- Click the “Register your account” button.
- Fill in the text boxes with your name as it appears on your insurance card, date of birth, and zip code.

Health Assessment Battle - Help your agency win!

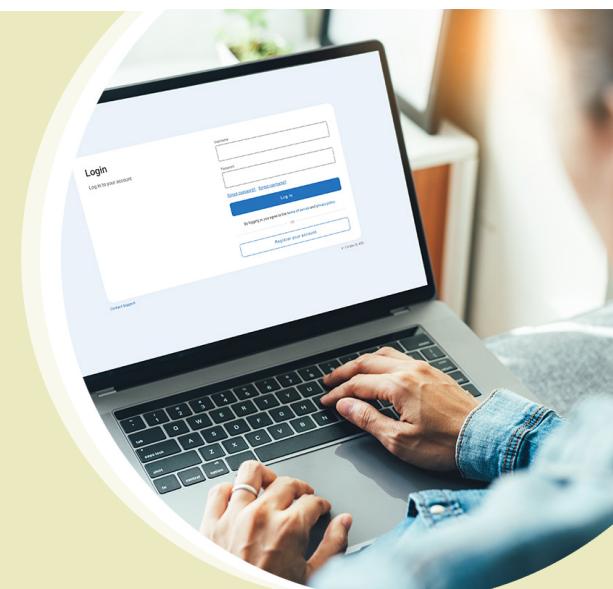
Article by the Indiana State Personnel Department

The 2026 [Wellness Rewards Program](#) is kicking off the year with the agency vs. agency Health Assessment Battle! All you have to do is complete your Health Assessment in the Mobile Health Consumer portal by January 31!

The competition is broken into four groups, and one agency will be

crowned winner for each group! If you are in a winning agency AND have completed your Health Assessment by January 31, 2026, you will earn an extra \$25 in wellness rewards on top of the \$25 for completing your health assessment (\$50 total).

Visit the [Health Assessment Battle webpage](#) for more details, and to find your agency's group.



Efficiency & Excellence

Governor's Summer Internship Program



The Governor's Summer Internship (GSI) program was created in 1989 to introduce bright and motivated college students to the operations and officials of State government. This program provides interns the opportunity to work with State agency officials, as well as participate in co-curricular components to enrich their experience.

The program starts in May and positions are posted at workforindiana.in.gov. Search "intern" to view the openings.

IOT ServiceNow quiz results are in

Submitted by Indiana Office of Technology

The Indiana Office of Technology (IOT) would like to thank all State employees who took part in the "Incident or Request?" ServiceNow quiz. There were more than 3,000 participants from across the state! Congratulations to the three

prize draw winners
who each received IOT-branded swag!

- Cornelia Stettler, IDEM
- Heather Pham, DWD
- Brian Royer, DNR

What people got right

- Requests like assigning a new phone number in Teams or updating someone's job title in the address book were

spotted quickly and correctly.

- Scenarios involving error messages or system crashes were mostly identified as Incidents.

Where it got a little trickier...

- If a VPN keeps disconnecting even after troubleshooting it's an Incident, because something that

Governor's Fellowship Program

Article by the Indiana State Personnel Department

The Governor's Fellowship provides a unique experience in Indiana State Government. The program is highly selective, recruiting talented young men and women from across the State who have graduated college recently or who have at least two years of full-time professional work experience and no degree. Fellows, who are full-time and paid, will serve in various State agencies on a rotating basis over the course of a year, participate in the daily activities of State Government, complete special projects, and experience firsthand how policies are made.

Application and submission guidelines can be found at in.gov/gov/fellowship.htm.

should be working isn't.

- If a tool isn't showing up where you expect in ServiceNow, that's not necessarily a system failure. In some cases, it's a Request to add a CI, not an Incident.
- If an app you've used before suddenly asks for a product key or stops working, that's a service disruption and it should be logged as an Incident.

Understanding the difference between an Incident and a Request helps everyone. The better we get at choosing the right path, the faster we can get issues resolved and services delivered.

