



# The Torch

The official newsletter for State of Indiana employees

# JUNE 2023

## Fond farewell: Dr. Kris Box honored for public health contributions at IDOH retirement ceremony

As State Health Commissioner Kris Box prepared for her forthcoming retirement at the end of the month, Indiana Department of Health (IDOH) employees gathered to celebrate her accomplishments and contributions to public health during a special program May 17.

Dr. Box proved it is possible to be a public health superhero AND queen throughout her tenure as commissioner, and she was honored as such with an appropriately decorated cake and cookies. In a blue and gold sash, she was greeted with handshakes, hugs and heartfelt well-wishes from those who gathered to celebrate her. The 8th floor training room at 2 North Meridian in Indianapolis was christened in her honor as a testament to her work in public health and her leadership and guidance.

Chief Medical Officer Dr. Lindsay Weaver will succeed Dr. Box as health commissioner on June 1.

*Article submitted by Brent Brown, Indiana Department of Health*



State Health Commissioner Dr. Kris Box at her retirement ceremony.

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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)

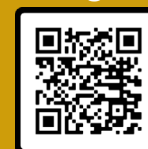
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# Celebrating Pride Month

Pride Month, celebrated in the United States today, started as a single day in June. It began as a day of remembrance for the Stonewall Riots, where people protested the targeting, raiding, and jailing of LGBTQ+ people at the Stonewall Inn in New York City in 1969. Originally, Pride was a protest of the unfair treatment, discrimination, and marginalization LGBTQ+ individuals

have suffered from for decades. Some were kicked out of their homes and left homeless, and some were forced to go through conversion therapy. Many in the LGBTQ+ community have suffered a plethora of emotional trauma.

Today, Pride Month is a celebration of inclusivity and authentic identity as an LGBTQ+ individual. June is a month for everyone (LGBTQ+ and Allies) to empower and embrace those in the LGBTQ+ community. The first Pride event in Indianapolis was a private gathering in 1981. Indy Pride began officially in 1996. The first Indy Pride Parade was in 2002. Today, Indy Pride is attended by over 100,000 people.



# IndyPride

For more information on Indy Pride and a list of events, please visit [indypride.org](http://indypride.org).

## Recognizing Juneteenth in your community

Juneteenth, also known as Freedom Day or Emancipation Day, has been celebrated in different parts of the United States on June 19 since 1865. While the Emancipation Proclamation went into effect in January 1863, legally ending slavery, Juneteenth celebrates the practical end of slavery in Galveston, TX. This came over two and a half years later on June 19, 1865, when Union General Gordon Granger arrived in Galveston, TX to inform slaves that the Civil War had ended, the Union had won, and that the Proclamation had freed the slaves.

Juneteenth is commemorated with activities that are like those that take place on July 4: Cookouts, fireworks, music, and parades are all common on this day. Juneteenth can be looked at as a separate Independence Day — a Black Independence Day. However, while Juneteenth is a day to celebrate the freeing of slaves, it is also a day that should be reflected upon with consideration of the way justice has often been denied or delayed for Black people.



For more information on Indy Juneteenth and a list of events, please visit [indyjuneteenth.org](http://indyjuneteenth.org).

# The WHOLE Employee Policy: Fostering a culture of wellness, health & opportunity for learning & development

The State of Indiana strives for high employee engagement, supporting the health and wellness of state employees, and promoting a culture of continuous improvement through learning and development. Employees are encouraged to develop their skills, grow their knowledge and keep up with best practices in the workplace. A key strategy to achieving this is fostering a culture of continuous learning and growth, both professionally and personally. [The WHOLE Employee Policy](#), which went into effect March 2022, demonstrates the true value of state employees by providing ample opportunities for development.

## When employees are empowered to learn and grow, they experience numerous benefits to their wellbeing:

- 1. Reduced stress:** Continuous learning helps employees feel more in control of their careers.
- 2. Greater job satisfaction:** Employees who feel their agency has invested in their growth are more likely to be satisfied with their jobs.
- 3. Enhanced self-esteem:** As employees acquire new skills and abilities, their self-esteem and confidence improve, leading to increased motivation and productivity.
- 4. Improved mental health:** Engaging in continuous learning combats boredom and stagnation while promoting mental health and preventing burnout.
- 5. Expanded professional networks:** By participating in training and development programs, employees can build relationships with others in their field, expand their professional networks, and open doors to new opportunities.

## Creating a culture of continuous learning and growth

To foster a culture of continuous learning and growth within an agency, consider implementing the following strategies:

- 1. Develop clear learning objectives:** Establish clear learning objectives for employees, ensuring they understand the goals and expectations surrounding their professional development.
- 2. Provide learning opportunities:** Offer a variety of learning opportunities, such as workshops, seminars, online courses and mentorship programs to cater to different learning styles and preferences.
- 3. Recognize and reward progress:** Encourage employees to share their learning achievements and reward their efforts with public recognition, incentives or promotions.
- 4. Promote collaboration:** Encourage employees to share their knowledge and expertise with their colleagues, promoting a culture of collaboration and knowledge-sharing.
- 5. Support work-life balance:** Enable employees to balance their professional and personal lives by providing flexible work arrangements, promoting a healthy work-life balance and ensuring they have time to pursue learning opportunities.

To ensure your agency continuous learning efforts are effective, gather feedback from employees and make adjustments as needed. The key is finding ways to tie these initiatives together, so they complement each other rather than overlap.



# Help the public be fireworks safe

Proper fireworks use is paramount to Hoosier safety. Here are some safety tips and reminders to share with your communities throughout the summer, especially during Independence Day festivities:

**Buy the right fireworks:** No one can buy display fireworks (1.3g) without first receiving state and federal permits. Remind residents they should apply for an Indiana Department of Homeland Security (IDHS) permit before considering buying fireworks meant for large displays. Cherry bombs, M-80s, M-100s (silver salutes), M-250s, M-1000s or quarter sticks are [illegal](#) and should be reported to law enforcement.

**Respect others:** Be considerate with fireworks use when in populated areas. Fireworks can negatively affect people with post-traumatic stress disorder and other types of medical conditions. They can also disturb people's sleep and upset pets and wild animals.

**Check local ordinances for hours of use:** Fireworks cannot be used all night long anywhere in the state of Indiana. Many municipalities have ordinances restricting fireworks use, and residents should adhere to those. On the other hand, there are times when fireworks use is protected by state statute, meaning that locals cannot be prohibited from using them during the specified hours. See the ["When can fireworks be set off in Indiana?"](#) graphic for guidance.

**Be careful with fireworks:** Fireworks are combustible or explosive, so give them special attention. Keep a supply of water nearby to douse fireworks. Do not let young children use fireworks. Do not hold lit fireworks in your hands or direct them toward others. Find more tips to share at [on.in.gov/fireworks-safety](https://on.in.gov/fireworks-safety).

*Article submitted by the Indiana Department of Homeland Security*



# 6th Annual Auditor & Investigator Conference



Hosted by the Office of Inspector General

June 8, 2023, 1 – 4:30 p.m.

Indiana Government Center South Auditorium

The conference will have content geared towards Indiana state government auditors and investigators, and there is no cost. This year's speakers are from the US Department of Justice, the US Environmental Protection Agency Office of Inspector General, the Hamilton County Prosecutor's Office, the Indiana Auditor's Office, and the Indiana Office of Inspector General.

Seating is limited, so register today!



# New PERF and TRF Hybrid retirement eligibility rules mean members may be able to collect their pensions while continuing to work

Legislation passed during the 2023 legislative session changed retirement eligibility rules for long-term employees currently working in the Indiana Public Retirement System's (INPRS) PERF Hybrid and TRF Hybrid plans. Beginning July 1, 2023, active employees age 65 or older with 20 or more years of total service may retire under the Millie Morgan retirement option. Previously, the age requirement for this retirement option was age 70 or older.

Collecting your pension benefit while you continue to work may sound too good to be true, but it's a benefit that's been available for active, long-term employees in INPRS's PERF or TRF Hybrid plans for years. Known as the Millie Morgan retirement option, active employees who meet age and service requirements may choose to begin receiving their pension benefits while remaining employed in their INPRS-covered position.

Legislation passed by the Indiana General Assembly in 2023 expanded the age eligibility to age 65 (down from age 70) and retained the 20 years of total service credit requirement. This means that more long-term employees can begin collecting their pension benefits, which may help more retirement dreams become possible.

Members considering this option will need to review their situation carefully, as their retirement



Members age 65+ with 20+ years of service may be able to collect their pensions NOW & keep working thanks to new retirement eligibility rules effective 7/1/2023.

**ATTENTION!**

**PERF & TRF Hybrid Members**

selection is permanent and will not adjust while they continue to work or after they leave PERF or TRF Hybrid-covered employment. Choosing a Millie Morgan retirement option does not impact your state-provided benefits or your membership status in the [Retirement Medical Benefits Account Plan](#).

If you're ready to learn more, visit [INPRS's website](#) to view example scenarios, get details about the application process, or [register for a webinar](#). Eligible members

interested in applying as early as possible may complete their retirement application now and submit it on or before June 30, 2023, with a retirement date of July 1, 2023. Individuals whose age and service eligibility do not meet the criteria as of July 1, 2023, but will be eligible soon may complete their application within six months of age eligibility.

*Article submitted by the Indiana Public Retirement System*

## Take control of your health: Complete a cancer screening today!

June is Men’s Health Month—a great time to focus on the importance of early cancer detection and preventive care, specifically through routine cancer screenings.

In our busy lives, it’s easy to overlook our own health needs with all the responsibilities that we carry. However, by establishing a strong foundation of good health, we can better fulfill our duties to our families, coworkers, and communities for longer.

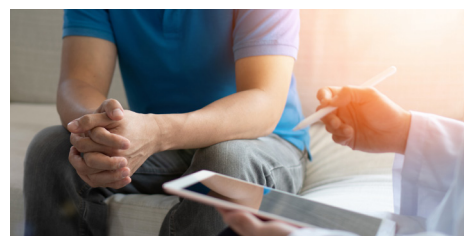
Cancer is most treatable when it’s detected early—before symptoms appear. At this point, the cancer is usually still “local” and contained to one organ or part of the body. Preventive cancer screenings help detect cancer during the local stage—before it spreads to other parts of the body and becomes more difficult to treat successfully. That’s why it’s important to talk to

your primary care provider about which cancer screenings are right for you.

Your health matters, and we are here to support you on your journey. That’s why the Wellness Rewards Program rewards qualifying cancer screenings at \$50/screening up to \$200/year.

By completing eligible cancer screenings, such as Colon Cancer or Prostate Cancer Screening, employees can earn up to \$200 in rewards. It’s an incentive to prioritize your health while reaping the benefits of the program.

Early detection of cancer can save lives, and your actions today can make a significant difference in your future. By detecting potential issues early, you increase your chances of successful treatment and long-term health.



Don’t forget, your Primary Care Provider is a valuable resource who can guide you towards making informed decisions about your health, and they can help you establish a preventive care plan tailored to your specific needs. If you haven’t yet, be sure to schedule your Annual Physical with your Primary Care Provider and ask what preventative care screenings are right for you.

If you have any questions or need assistance in finding resources for cancer screenings, please reach out to the INSPD Benefits Hotline at: 317-232-1167 or 877-248-0007.

Make your health a priority and schedule your Annual Physical today. Together, let’s take charge of our well-being and build a healthier State of Indiana.

## Public Service Recognition Week

State employees across the state engaged in Public Service Recognition Week activities May 7-13. Each day had a themed spirit day – including wearing colors representing state years of service. Indiana Government Center employees gathered for a photo (shown to the right) showcasing years of service colors. This nationally-recognized week honors public servants and is celebrated the first full week in May.





# The Governor's Public Service Summer Interns are arriving!

This week, the second group of interns attended orientation (pictured) and learned about the great opportunities available to them this summer.

Over the next few months, the 150+ interns will visit with the Office of the Chief Equity, Inclusion and Opportunity Officer, the Governor, and the Lt. Governor. They'll also volunteer at White River State Park, attend a resume and professional development workshop and an Agency Leadership Panel discussion.



This summer program was created in 1989 to introduce bright and motivated college students to the operations and officials of state government. It provides interns the opportunity to work with state agency officials, as well as participate in co-curricular components to enrich their experience.

## State employee amusement park discounts



View the Holiday World & Splashin' Safari's [2023 season calendar](#).

State of Indiana employees will save on their ticket purchases when they visit [holidayworld.com/funclub](http://holidayworld.com/funclub) and enter the (case sensitive) username and password:

Username: Holiday123

Password: World123

Visit [holidayworld.com/park-tickets/park-hours](http://holidayworld.com/park-tickets/park-hours) for a complete calendar.



State of Indiana employees can enjoy discounted tickets to Indiana Beach Amusement & Water Park Resort! Head to [IndianaBeach.com](http://IndianaBeach.com) and use the discount code, **2023INDIANASE** to save money on tickets all season long.

For detailed instructions on how to purchase discounted tickets to Indiana Beach, [view the flyer](#).



State of Indiana employees can enjoy a \$20 discount on regular admission to Kentucky Kingdom! To access the Premier Partners discounted admission tickets, state employees can visit [this link](#), create an employee login and enter the unique Company Code, **SIN23**.

For detailed instructions on how to purchase discounted tickets to Kentucky Kingdom, read the [step-by-step guide](#).

[View all state employee discounts](#)



# Rainey's maternal-child health work earns award nomination

Ashley Rainey doesn't believe she chose her career as much as she was led to it.

The Indiana Department of Health division of Maternal and Child Health Clinical Director said she believes this path for her life was guided by a higher power as well as her desire to help others.

"I did not decide on this career," Rainey said. "Instead, God chose this as my purpose and plan for my life."

Rainey recalled visiting nursing homes with her grandmother and helping those residents. This continued as her grandmother aged and Rainey cared for her in her later years. She earned a CNA license and worked in gerontology early in her career, feeling that a direct form of patient care was the answer to the divine calling she'd followed for much of her life. Rainey went to nursing school, earning her degree in 2011, and soon began working in perinatal care at St. Vincent Women's Hospital.

"I have always desired to work in perinatal care, particularly labor and delivery," she said, commenting that one of her first potential career paths was to become an obstetrician/gynecologist. "That desire changed because I wanted more direct patient care."

She joined IDOH in 2019 and soon found that she could continue contributing to maternal and pediatric health, even as the COVID-19 pandemic began only months into her tenure with the health department.

"I initially felt guilty because, as a nurse, I felt I should have been fighting on the front line like many of my peers; however, I soon learned I could assist them in a greater capacity as the Maternal and Child clinical director," she said.

It was her peers who noticed Rainey's dedication to her work, and that led to a recent award nomination that took her by pleasant surprise. It started with an email from the Center for Leadership Development (CLD), an organization whose mission is "inspiring the highest character and leadership skills and the highest academic college and career achievement in African American youth," according to its website. CLD hosts an annual event, the Minority Achievers Awards & Scholarship Gala, which this year alone provided scholarships totaling more than \$5 million. The email to Rainey let her know that her work was worthy of recognition enough to be nominated for an award at the gala, which took place in the Indiana Convention Center's Sagamore Ballroom in March.

"I immediately squealed with excitement," Rainey said of reading the email notifying her of her nomination. "I was so overjoyed that I immediately alerted my family and friends of the nomination."

The event marked the first time Rainey had attended. She described it as "breathtaking" and said the gala featured live music, photos, and cocktails. CBS-4 news anchor Bob Donaldson and former Fox-59 news anchor Fanchon Stinger were co-emcees at the yearly gathering.



Indiana Department of Health division of Maternal and Child Health Clinical Director, Ashley Rainey

"The Annual Minority Achievers Awards & Scholarship Gala is a noteworthy evening of recognition where CLD, education, business, corporate, and community leaders gather to celebrate the achievements of minority professionals, community leaders, and CLD scholars," the CLD says. "The Gala acknowledges CLD students who have received scholarships from educational institutions for attaining their intellectual and academic potential."

Rainey's nomination did not result in an award, but her colleagues reminded her that, no matter the outcome at the ceremony, she's winning.

*continued on page 18*

# London's calling: Voice ambassadors win awards, D.C. trip for tobacco prevention work

Stacy London was busy at work for her local parks and recreation department when she got a phone call she'll never forget.

Her seventh-grade daughter needed advice. "She called and said a friend invited her to the park," London recalled. "And then she asked if she wanted to vape."

This was a close friend who'd stayed the night at the Londons' home and someone her daughter trusted and whose friendship she enjoyed. At the same time, she was well aware of the dangers of vaping.

"Mom, what do I do?" she asked.

"I told her to stay strong and say, 'I know that's really harmful, and I don't want to be involved with that,'" London said. "I warned her that it could end the relationship but told her that you have to be strong enough to say no to your peers."

A staunch tobacco-free advocate who had worked in Hamilton County as a tobacco control coordinator, London found a new calling after her daughter's experience, and she discovered that teens themselves often make the best role models for one another – a type of positive peer pressure 180 degrees removed from what took place that day in the park. But a little timely advice and support from a caring adult certainly didn't hurt, either.



Voice Indiana Group Youth Advocates of the Year Award winners are Nicole Liu, Hannah Martin, Suhita Chintalacharuvu and Brenna Bastin. They visited Washington, D.C., for the award ceremony in May.

[Read the full article on Employee Central](#)

Artwork below by Sarah Cotton (Indiana Department of Child Services)



Artwork below by Sarah Salisbury (Indiana Economic Development Corporation)



Artwork below by Tammy Beach (Indiana Department of Child Services)





# A powerful symbol

Inside the Indiana State Museum's "Influencing Lincoln" exhibition (open now through Oct. 29) is the 28th United States Colored Troops national flag, which the regiment carried into battle during the Civil War. The troops enlisted to fight for their freedom, to be accepted as full citizens, and to be recognized as men who were equally invested in their country.

"That flag is an amazing symbol of pride," said Indiana State Museum and Historic Sites' Kisha Tandy, curator of social history and co-curator of the Lincoln exhibit.

The 28th – the only Black regiment from Indiana – was organized by Indiana Gov. Oliver Morton and assembled at Camp Fremont, on land owned by community leader Calvin Fletcher. There is a historic marker acknowledging the troops near where Calvin Fletcher's Coffee Company is located today on Virginia Avenue.

Black men came from all over, not just Indianapolis and Indiana, to join the war effort. They trained there until April 1864, when they left to join the fighting.

Along with nearly 200,000 other Black soldiers, these men answered the call for freedom with the battle cry: "Let us rather die free men than live to be slaves."

The 28th fought in Washington D.C. and Virginia. The regiment was one of the first to enter Richmond, the Confederate capital, after it fell to the Union Army in April 1865. The soldiers would go to Texas before returning to Indianapolis in 1866.

Every regiment carried two flags

into battle – a regimental flag that is specific to them (the 28th's flag did not survive) and some form of a United States flag. That is the flag on display in the Lincoln exhibition.

"The colors are a point of pride and focus for each regiment," said Indiana State Museum and Historic Sites' Susannah Koerber, chief curator and research officer and co-curator of the Lincoln exhibit. "In addition, it's the U.S. flag, so there's patriotism—these troops were fighting to save the Union and the freedoms that were dependent on it winning. The flags are incredibly important as a symbol. Even if you don't win a battle, if you can get back with your colors intact, versus the enemy capturing them or them getting trampled, that means a tremendous amount symbolically."

It's not known what engagements this flag was at, but "it was there," Koerber said. "It's a witness to the danger, to the valor, to the action."

The flag, approximately 78 inches

wide by 75 inches high, is made of silk and kept in a custom-built case to protect it from light exposure and environmental changes. When the museum is closed, the flag is kept covered.

The flag is on loan to the museum from the Indiana War Memorial Commission and the Indiana War Memorial Museum, and "they have conserved it carefully so it can continue to stand as a symbol and an important part of our history," Koerber said.

The commission shared that in about 1908-1910, "the flag was stitched onto a linen backing to keep the remaining pieces together, and some of the fringe was moved. We had it conserved in 2008-2009, at which point some of that stitching was removed, and some of the stripes covered with a mesh overlay to preserve the silk and enhance the colors. We also had the fringe moved back to the edges."

*continued on page 18*



Kisha Tandy, Indiana State Museum and Historic Sites curator of social history and co-curator of the "Influencing Lincoln" exhibit with the flag on display in the exhibit.



# 2023 Indiana Civil Rights Commission Annual Conference

The 2023 Indiana Civil Rights Commission Annual Conference begins on June 19, through June 21, at the Crowne Plaza Downtown Union Station in downtown Indianapolis.

This conference will bring together individuals to learn about best practices, emerging issues, and relevant case law that furthers equal opportunity, civil rights, fair housing, and diversity & inclusion for all. With 32 sessions along 4 educational tracks, there will be something for everyone. The conference schedule with individual sessions and speakers can be found here: [in.gov/icrc/conference2023/schedule](https://in.gov/icrc/conference2023/schedule).

The Indiana Civil Rights Commission, in partnership with the Indiana Governor's Council for People with Disabilities, will host the conference in-person and virtually through an interactive hybrid experience to foster accessibility and inclusion for all participants.

State agencies and their employees are encouraged to register to attend. To learn more about the conference and to register to attend, visit ICRC's website at [in.gov/icrc/conference2023](https://in.gov/icrc/conference2023).

**ARE YOU  
COMMITTED TO  
HUMANITY?**

INDIANA CIVIL RIGHTS COMMISSION ANNUAL CONFERENCE 2023

REGISTER TODAY AT [WWW.IN.GOV/ICRC](https://www.in.gov/icrc)!

**Monday, June 19, 2023 -  
Wednesday, June 21, 2023**

Hosted at Crowne Plaza Downtown Union Station  
Indianapolis, IN



## 2023 Governor's Reception

The Indiana Civil Rights Commission in partnership with Indiana Black Expo (IBE), Inc. will host the 2023 Governor's Reception on July 11 at the Indiana Convention Center during IBE's Summer Celebration. At the reception, the outstanding achievements of African Americans throughout the State of Indiana will be recognized. The 2023 awards are:

- Achievement in Business and Entrepreneurship.
- Achievement in Education.
- Achievement in Health and Wellness.
- Community Engagement Award.
- Next Level Award.
- Harold O. Hatcher Award.

Fill out a nomination form

All are welcome to make a nomination! Nominations are due Wednesday, June 7 at 11:59 PM.

If you have questions, reach out to AT Ryan: [atryan@icrc.in.gov](mailto:atryan@icrc.in.gov).



# New functionalities now live in PeopleSoft

Did you know that you can now initiate changes to qualifying life events, enter or change direct deposit and banking information, and enter or change your tax information and more—all through your Employee Self-Service (ESS) home page? Please see below for an overview of the new functionalities, a link to [Job Aids](#) to help you navigate the new processes, and where to go with questions.

## Updating life events Initiate changes to qualifying life events

The new Life Events function allows you to initiate changes to your health and life insurance plans. **You can initiate changes to health and life plan coverage in accordance with the following qualifying events:**

- Marriage.
- Birth.
- Adoption/gaining legal custody/guardianship of child.
- Divorce/legal separation.
- Loss/Gain of Medicare or Medicaid.
- Loss/gain of health coverage.
- Changing Health Savings Account.
- Changing Life Insurance coverage.
  - Waive Supplemental life, Spouse life, Child life, Voluntary AD&D.
  - Elect Voluntary AD&D and Child life if already enrolled in Basic life.
  - Reduce coverage amount for Supplemental life, Spouse life, Child life, Voluntary AD&D.
- Change Commuter Benefit FSA.
- Revoke Non-Tobacco Use Agreement.



Supporting documentation is required for most of these actions, and you can upload documents directly from the activity guide for each life event. Your secure information will be reviewed for completeness by benefits staff who apply eligibility rules to your request. Your final approval of any change will be required in the Life Events section before any changes are made effective.

### Life events & required documentation

#### Banking and tax changes Enter or change your direct deposit account information

**You can update direct deposit information online through PeopleSoft ESS.**

You may elect to have your paycheck direct deposited into as many as four accounts. Information will be verified with the financial institution, so please allow up to two weeks for your changes to take effect.

#### Enter or change your tax information

**You can update tax information on Forms W-4 (federal) and WH-4 (state).**

The amount of taxes withheld from your paychecks is based on the information you provide on the federal Form W-4 and the Indiana Form WH-4. Throughout the year, you'll be able to check your paycheck stubs to review the amount of taxes withheld and make any necessary adjustments so you aren't surprised at year-end to learn you must pay taxes rather than receive a refund.

Tax updates **MUST** be entered by Tuesday following the end of the pay period to ensure your tax updates are reflected on your next pay date.

**Please note:** *The formula used by the federal government to calculate the amount of taxes withheld on income has changed, so be sure to carefully read all instructions and use the worksheet before you complete the Form W-4 and review the following links:*

- Tax Withholding Methods 15T Worksheet, pgs 9-10: [www.irs.gov/pub/irs-pdf/p15t.pdf](http://www.irs.gov/pub/irs-pdf/p15t.pdf)
- Tax Withholding Estimator: [Tax Withholding Estimator | Internal Revenue Service \(irs.gov\)](http://www.irs.gov/tax-withholding-estimator)

*continued on page 18*

# Register for Pre-Retirement 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 22, 2023, 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:

- Indiana Public Employees' Retirement System (INPRS).
- 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 on state time one time in their career as a State of Indiana employee.\* Please let your supervisor know if you plan on attending 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 they are 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 and 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 accrued leave time.

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## WGU visits state hospitals in honor of Nurse Appreciation Week

In honor of Nurse Appreciation Week, Lindsay Taylor from Western Governors University (WGU) made a visit to each state hospital (all 6!) the week of May 15 to deliver treats and WGU swag to the nurses at the facilities.

“These are folks that we know don’t get the recognition and the thanks they deserve, so I wanted to be sure this year that WGU celebrated these individuals who do such important work at these facilities. Jeff Wedding, the Director of Operations for the State Psychiatric Hospital Network (and a WGU grad!) was so helpful in the process.” Taylor said.



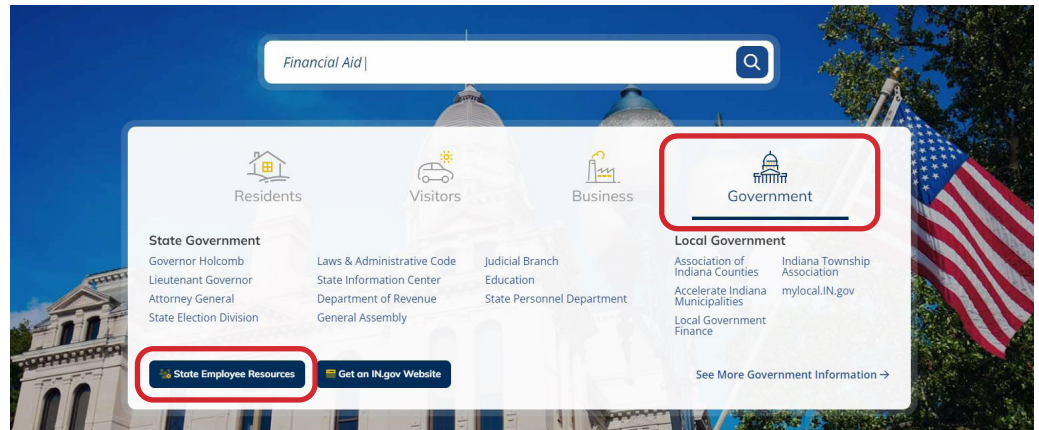
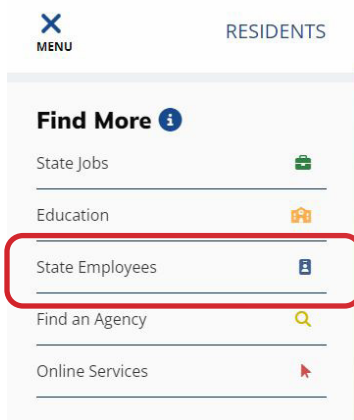


# IN.gov homepage redesign

IOT recently published a new version of the IN.gov homepage. The link for state employee resources has moved.

There are now two ways to get to the state employee resources:

1. Click Menu in the top left > State Employees
2. Click the "Government" tile > State Employee Resources



Watch a video demonstration

## State Personnel Director awarded Outstanding Service in State Government award

AGA, the association that connects and empowers professionals who support government, from financial management to IT, human resources, cybersecurity and more, to advance good government initiatives, grow their expertise and accelerate their careers awarded State Personnel Director, Matthew A. Brown with this year's Outstanding Service in State Government award on May 4 at a luncheon held at the Columbia Club in Indianapolis. This award recognizes leadership or outstanding achievement in developing, implementing, and improving accountability in government service during calendar year 2022.

Matt was presented the award by Aaron Hood, Chapter Board member and COO/CFO of the Indiana Supreme Court. He was nominated by a member of the chapter. Here is a quote from the nomination: "Under Matt Brown's excellent leadership as Director of the Indiana State Personnel Department, all current and future State employees of the Executive Branch - as well as other partners within the other branches of state government and related agencies - have benefited from a set of new policies and employee benefits coupled with a comprehensive compensation and classification analysis announced last year. Matt and his outstanding team led the way in shaping and implementing this massive undertaking as an investment into our employees and recruitment/retention efforts as a state for years to come."



State Personnel Department Director, Matthew Brown (left) with AGA Chapter Board member and COO/CFO of the Indiana Supreme Court, Aaron Hood.

# Electronics Collection Event at Indiana Government Center

The use of electronics has grown substantially over the past two decades, resulting in electronic waste (E-Waste) becoming one of the fastest growing waste streams in Indiana. Electronics contain hazardous materials such as lead, cadmium and mercury, which are harmful to human health and the environment. If electronics are not handled properly at the end of their life cycle, these toxic materials can find their way into Indiana's water, soil or air, potentially causing detrimental impacts to human health and the environment.

To help keep electronics out of landfills, Indiana Department of Environmental Management (IDEM) is partnering with Technology Recyclers to host an E-Waste collection event at the Indiana Government Center. The collection event will be open to all state employees and will be held at Robert D. Orr Plaza. State employees can drive or walk their unwanted electronic items to Robert D. Orr Plaza where staff from Technology Recyclers will collect these items.

**Wednesday, June 14, 2023**  
**8 a.m. - noon**  
**Robert D. Orr Plaza (West Street entrance)**

 **Indiana Department of Environmental Management**



Drive or walk up your unwanted electronics to Robert Orr Plaza

**ELECTRONICS Collection Event!**

Where: **ROBERT ORR PLAZA**

**Indiana State Employees ~ WEDNESDAY, JUNE 14**  
**8:00 a.m. to 12:00 p.m.**

 If you have a question about an item you do not see on this list, please contact us at [E-Cycle@idem.IN.gov](mailto:E-Cycle@idem.IN.gov)

[Click here for complete listing of items accepted at the event.](#)

For additional questions, please contact us at [E-Cycle@idem.IN.gov](mailto:E-Cycle@idem.IN.gov).



INDIANA UNCLAIMED RETURNS  
**\$1 MILLION**

IN UNCLAIMED PROPERTY TO HOOSIERS EVERY WEEK

**SEARCH NOW FOR YOU AND YOUR LOVED ONES!**

**START MY SEARCH**

**June 3, 2023**

### **Full Moon 5K | Patoka Lake**

Run a course lit by moonlight and tiki torches. Advance registration and day of race registration available. All proceeds support Patoka's educational ambassador birds of prey. Race starts at dark.

[More Information >](#)

**June 8 - 10, 2023**

### **Ripley County Plein Air Paint Out | Versailles State Park**

Plein Air painters of all levels compete for \$3000 in awards at the first Ripley County Plein Air Paint Out ending with an open to the public art show of completed works at the Versailles State Park.

[More Information >](#)

**June 10, 2023**

### **Smokey Bear Celebration | Brown County State Park**

Smokey Bear is celebrating at Brown County State Park! Join us throughout the day for a variety of Smokey and Wildfire themed activities. Smokey's celebration is free with park admission. Please join Brown County State Park in celebrating his 79th birthday! Smokey himself will make appearances throughout the day.

[More Information >](#)

**June 17, 2023**

### **Poker Paddle | Chain O'Lakes State Park**

This is a fun, friendly and free way to play poker while enjoying the beautiful outdoors at the same time. We will have 5 stations

placed around Sand Lake or in the channels. Pick up a card from each station and bring them back to the boat rental dock. Rent a boat or bring your own.

[More Information >](#)

### **Summer Solstice Celebration | Mounds State Park**

Celebrate the first day of summer by joining members of the Miami Nation of Indiana as they drum the sun down. The event will be at Circle Mound in the north end of the park.

[More Information >](#)

**June 23 - 24, 2023**

### **Pollinator Weekend | Summit Lake State Park**

All weekend long we will be having activities celebrating our pollinators friends. Times will be post on our Facebook page closer to the event.

[More Information >](#)

**June 24, 2023**

### **Fireworks Over Mississinewa | Mississinewa Lake**

Enjoy the day at Mississinewa Lake. Activities throughout the day (including archery, cornhole, pellet gun shoot, and more) fireworks in the evening. Spectacular event!

[More Information >](#)

### **Floating Campfire | Chain O'Lakes State Park**

Meet at the beach and be prepared to 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. This is a fun time for all ages!

[More Information >](#)

### **Vintage Camper Rally | Clifty Falls State Park**

Check out vintage campers in the campground and see how they differ from today's modern campers and RV's.

[More Information >](#)

**June 26, 2023**

### **Nat'l Canoe Day: Mississinewa River Float | Mississinewa Lake**

Celebrate National Canoe Day with a leisurely float down the Mississinewa River.

[More Information >](#)

**June 29, 2023**

### **Ft Wayne Philharmonic Patriotic Pops Concert | Pokagon State Park**

Enjoy the Fort Wayne Philharmonic in a concert celebration of the American spirit. Bring your lawn chairs or blankets to the Potawatomi Inn lawn to enjoy this outdoor concert.

[More Information >](#)

[View all DNR special events >](#)



# This Month WITH



**June 3, 2023**

## **Spring Loblolly Wildflower Safari | Limberlost State Historic Site**

Join a Limberlost naturalist for a stroll along the Loblolly Marsh trails to see and learn about the beautiful and varied spring wildflowers – find out what they are and how man and animal use them.

[More Information >](#)

**June 7, 2023**

## **Canal Nights: Nature Play Day | Indiana State Museum**

Experience all things nature and how to interact with the natural world around you.

[More Information >](#)

**June 10, 2023**

## **Build A Boat | Whitewater Canal**

Ages 6-10. Use your science, technology, engineering and mathematics (or STEM) skills to design and create an origami boat that will float – and hold as much cargo as possible.

[More Information >](#)

**June 14, 2023**

## **Canal Nights: Color the Canal | Indiana State Museum**

Discover how color can be an integral part of the world around us and how to find the joy in using colors in new and innovative ways.

[More Information >](#)

**June 17, 2023**

## **Free Day! Juneteenth | All 12 Locations**

All 12 locations are offering free admission in honor of Juneteenth. Celebrate with live performances and hands-on activities at the

Indiana State Museum, enjoy a live jazz band at Levi and Catharine Coffin State Historic Site, or take a tour through another historic site.

[More Information >](#)

## **Celebrate Juneteenth: Earlham Jazz Band Performances | Levi & Catharine Coffin State Historic Site**

Join us for performances by the Earlham Jazz Band as they play lively songs to commemorate Juneteenth and the Underground Railroad.

[More Information >](#)

**June 18, 2023**

## **Special Tour: Father's Day | T.C. Steele State Historic Site**

Learn more about T.C. Steele as a husband and father during this special tour.

[More Information >](#)

**June 21, 2023**

## **Canal Nights: Total Eclipse at the Museum | Indiana State Museum**

Find out more about the upcoming Total Solar Eclipse of 2024 through various hands-on solar-system-inspired activities.

[More Information >](#)

**June 22, 2023**

## **History on Screen - Making Black America: Through the Grapevine | Indiana State Museum**

Discover how Black people fought for full citizenship and explore how free African Americans exercised their self-determination by building communities, establishing schools and creating associations that would become the foundational pillars of Black America.

[More Information >](#)

**June 24, 2023**

## **Historic Crafting Series: Edwardian Watercolor Workshop | Gene Stratton-Porter State Historic Site**

Walk through Gene Stratton-Porter's historic gardens to gather inspiration, then learn to paint your own Edwardian-inspired card with a local artist.

[More Information >](#)

**June 25, 2023**

## **Music at the Mansion | Lanier Mansion State Historic Site**

Bring your lawn chairs and blankets to the mansion grounds to hear a variety of music groups perform.

[More Information >](#)

**June 28, 2023**

## **Canal Nights: Create and Construct | Indiana State Museum**

Practice the art of building structures and testing out their strength through various methods and activities.

[More Information >](#)

**June 29, 2023**

## **Late Night Thursdays Special: Date Night | Indiana State Museum**

Bring a date and stay out late at the museum! Spice up your night out as you work together on fun art projects like self-portraits. Test your compatibility with couples' quizzes and game challenges inside our galleries.

[More Information >](#)

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

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## Rainey's maternal-child health work earns award nomination

"I am winning every day that I get to serve and be a voice for the many women and birthing people in our state," she said.

Rainey finds her work to be rewarding in many ways. She said the best thing about her job is "its lasting impact on patient outcomes, increasing community awareness, and advancing clinical practice; particularly, knowing that they all will help us to decrease maternal and neonatal morbidity and mortality."

She also finds herself continually inspired to help others.

"I honestly believe every person I encounter gives me some inspiration," Rainey said. "Either the inspiration is to seek an understanding of how I can continue to grow, or the inspiration is to continue the good fight for changing outcomes."

Article submitted by Brent Brown, Indiana Department of Health

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## A powerful symbol

"It's definitely a piece that when people walk into the exhibit, they immediately go toward it and they spend time with it," Tandy said. "People will remember the flag."

The Indiana State Museum is open from 10 a.m. to 5 p.m. Wednesday, Friday, Saturday and Sunday, and from 10 a.m. to 8 p.m. Thursdays. If you can't get to the museum to see the flag, you can see it at the War Memorial Museum after the Lincoln exhibit closes this fall.

"It's an extraordinary piece of history and symbolism," Koerber said. "Yes, it was for the war, but it represented what they were fighting for over the long run – freedom and equality. All those things that could make their lives more whole."

Article submitted by the Indiana State Museum and Historic Sites



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## New functionalities now live in PeopleSoft

### Job Aids and additional resources

#### Job Aids

PeopleSoft Job Aids have been updated to include instructions on how to utilize the new functionalities and can all be found in SuccessFactors' JAM here: [Employee Self Service Resources Folder](#). For instructions on how you can update Life Events, set up direct deposit, or change your tax information, please refer to these Job Aids:

- Benefits-EE-01-New Hire and Re-hire Enrollment
- Benefits-EE-02 Life Events Entry Documentation Approval
- Benefits-EE-05-Manage Life Events for Employees
- Benefits-EE-06-HSA Changes for Employees
- Payroll & Taxes-02-Enter or Update Your Direct Deposit Information
- Payroll & Taxes-03-Complete Tax Forms W-4 and WH-4

[Access Employee Self Service Job Aids](#)

### Questions?

You can call the INSPD Benefits Hotline at 1-877-248-0007, during regular business hours with questions about life events and family status changes.

Questions related to Time & Labor and Payroll can be emailed to the Auditor's Office Payroll Department at [payrolldept@auditor.in.gov](mailto:payrolldept@auditor.in.gov).



## Summer: time for fun in the sun

Summer's longer days and warm weather are ideal for outdoor activities. Go for a swim at the lake or pool, grill in the backyard, or plan a family hike at a state park.

Did you know that sunlight can damage skin even when it's cloudy? People with lighter skin tones are at higher risk for skin cancer, but anyone can get it<sup>1</sup>. You need more fluids to cool your body on hot, humid days, too<sup>2</sup>.

Check out these tips for safe summer fun:

- Drink lots of plain water. Don't wait until you're thirsty. Adults need 3 quarts of fluids each day.
- Fresh fruit is full of water. Pack grapes, berries or melon in your picnic basket<sup>2</sup>.
- Carry pocket-size sunscreen, so it's handy on a walk or hike.
- Shield your scalp, ears and face from midday sun. Wear a wide-brimmed hat and long sleeves<sup>3</sup>.
- Wear light-colored clothing to reflect the sun's heat away from your body.
- Do yard work before 10 AM or after 4 PM when the sun is lower in the sky<sup>1</sup>.

### Wellness Webinar Series: A safe and savvy summer

School's out for summer! You can still learn about staying safe and healthy. Get tips on how to keep cool and hydrated in the blazing temps. Find ways to save your skin from biting bugs and scorching sun.

June 20, 2023 | 10:00 AM, 12:30 PM and 4:30 PM, ET

[Click to Register](#)



Use your camera app to register

1. CDC: "Sun Safety." April 18, 2022, [https://www.cdc.gov/cancer/skin/basic\\_info/sun-safety.htm](https://www.cdc.gov/cancer/skin/basic_info/sun-safety.htm)

2. CDC: "Keep Your Cool in Hot Weather!" July 18, 2022, <https://www.cdc.gov/nceh/features/extremeheat/index.html>

3. CDC: "CDC's Eight Tips for Safe and Healthy Summertime Work and Play." May 17, 2019, <https://www.cdc.gov/media/releases/2019/p0517-eight-tips-healthy-summer.html>





# Coach's corner

with **Coach Michelle**

Michelle has a B.S. degree in Sports Studies, Fitness and Exercise Science. She is a certified Health and Wellness Coach with a certification in Holistic Nutrition. Coach Michelle partners with members to create attainable goals and help them become the best version of themselves. She has a passion for motivating members to change behaviors that promote a healthy lifestyle.

## Michelle's well-being tips:

Need a break from the heat? Here are some fun ways to stay active and cool this summer<sup>4</sup>:

- Take your family to a water park or community pool.
- Bike or hike on trails with lots of tree cover.
- Avoid midday sun at a matinee play or movie.
- Join an indoor basketball or volleyball league.



## Poached Cod & Green Beans with Pesto

After a long, active June day, who wants to spend hours in the kitchen? You only need one skillet and 20 minutes to whip up this light dinner. Swap cod for any fresh, flaky fish at your market.

**Time to prepare:** 20 minutes

**Calories:** 264 per serving

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



## Apply sunscreen, repeat

Protect yourself from the sun's harmful UV rays. Reduce your risk of sunburn, wrinkles, age spots or even skin cancer<sup>5</sup>:

- Use SPF 30 or higher, broad-spectrum sunscreen to block both UVA and UVB rays.
- Use at least 1 ounce (about a shot glass full) to cover all of your skin. Don't forget tops of hands, feet, neck and ears.
- Wear lip balm with sunscreen. Re-apply every 2 hours. Sweat and water rinse off sunscreen.
- Using sunscreen spray? Spray it on your hands first, then rub it on your face.



**For more tips on how to manage your well-being, visit MyActiveHealth.com**

4. My Health Alberta: "Quick Tips: Staying Active in Hot Weather." Jan. 26, 2022, <https://myhealth.alberta.ca/Health/pages/conditions.aspx?hwid=ad1203>

5. American Academy of Dermatology Association: "Sunscreen FAQs." Feb. 17, 2023, <https://www.aad.org/media/stats-sunscreen>

