



The Torch

The official newsletter for Indiana state employees

Governor recognizes outstanding achievements

Governor Mitch Daniels recently presented the fifth round of the Governor’s Public Service Achievement Awards to 35 state employees representing eight agencies.

“It is so important that we honor and insist on emulating those who do the very best work,” said Daniels. “Year after year at this event we recognize people who have found a way to stretch the taxpayer’s dollar, to save it so that it can be spent to help an extra person or deliver an extra service.”



Nicole Kenney, Molly Martin and Jessica Robertson of IDOA, with Governor Daniels. The trio’s work saved the state \$4.4 million in 2008 by implementing a program that groups spending together to better leverage the state’s purchasing power. (photo by Dan Axler)

Some of the accomplishments rewarded included:

- A Department of Insurance (IDOI) employee investigated an insurance agent that had

defrauded policyholders in Indiana and across the nation. Her investigation led to state

Employee efforts result in saving\$

Four years ago, Governor Daniels initiated the Governor’s Public Service Achievement program. Since that time, he has recognized 236 state employees who have increased government efficiency, stretched taxpayer dollars and/or improved customer service. The efforts of each honoree provided measurable and documented results.

One of the ways the results are measured is through cost savings to the state. Efforts of the 2009 honorees netted the state a one-time savings of approximately \$8 million. In 2006, the maiden year for the recognition program, the state reaped \$255 million

in past due collections, thanks to the tax amnesty program. With each class of honorees, the state’s coffers have benefited.

In addition to financial gain, past efforts by award winners have led to dramatic improvements to highway worker safety, BMV customer service and retirement payments processing. Those recognized have created programs that tracked fugitives and returned them to incarceration, implemented the Healthy Indiana Plan and converted the Muscatatuck State Development Center into a world-class training center.

and federal charges and the permanent revocation of the agent’s license.

- A team of Bureau of Motor Vehicle (BMV) employees established a virtual license branch that has served nearly 750,000 customers in less than one year. Their efforts moved approximately one million transactions online and reduced average branch visit times to less than nine minutes.
- An employee from the Department of Environmental Management (IDEM) led the effort to dramatically cut the number of pending or backlogged air quality permits. The reduction allowed IDEM to eliminate the need for contracted air permit services, saving the state \$3.5 million annually.
- A team of employees from the Indiana State Police (ISP) coordinated anti-methamphetamine efforts in southern Indiana with local

(Continued on pg. 3)

In this issue

A job for the birds	2
BMV employees help out	3
Classifieds	5

The Torch is published monthly by the State Personnel Department and is available online at www.in.gov/spd

Submit your story ideas in an e-mail to: spdcommunications@spd.in.gov



Printed on Recycled Paper

A job for the birds

Monitoring peregrine falcons is a tall order

Located on a quiet country road near Spring Mill State Park outside the Hoosier town of Mitchell, sits a small, unassuming building. The sign outside states the occupants:



Castrale performs peregrine falcon banding with assistance from DNR employee Amy Beringer.

the Indiana Division of Fish and Wildlife of the Department of Natural Resources. But the sign doesn't do justice to the fascinating work generated by the occupants.

Working inside this building is John Castrale, avian biologist or non-game bird biologist, with the Wildlife Diversity Section (WDS). Castrale has been with the state since December 1981, when he started as a research biologist and has been in his current position since 1989. His office is filled with books, photographs, decoys and artifacts from over the years that reflect his passion for his job.

When spring rolls around every year Castrale gets to do what he loves best – get outdoors. One of his many responsibilities is to monitor the peregrine falcon population. In 1991, a four-year peregrine restoration project was started in Indianapolis with the release of 15 chicks. Currently there are 15 nests in the state, with half of them positioned along Lake Michigan. Other locations include Fort Wayne, South Bend,

Indianapolis and along the Ohio River.

At first glance, it might seem that Castrale's job is pretty easy and without conflict. However, when he's counting and banding peregrine falcons, it can get pretty ugly. So ugly that he needs to wear a helmet, gloves, sturdy footwear and a heavy jacket to protect him from any upset falcons.

Castrale travels around the state monitoring the boxes that serve as nests for the birds. Peregrines like to nest on tall structures like smoke stacks and buildings, similar to their natural nesting locations which are on the side of cliffs. Each spring the boxes are checked two to three times for the arrival of the eggs. The box in Indianapolis is outfitted with a camera, which makes monitoring a little simpler than other sites. With other locations, however, Castrale readily accepts the help of volunteers and building managers.

The average falcon lays four eggs each spring, taking about 33 days until they hatch. The banding of the chicks is done when they are around 21 to 28 days old. The aluminum bands each have a unique number, which allows for Castrale to identify and follow the birds throughout their life.



Most chicks are banded and if there are any adults that have not been banded, an attempt is made to band them, too.

"The adult birds will only let you catch them once," Castrale said.

Pictures in his office show a variety of harrowing experiences. Even with a helmet and protective clothes, it is essential he takes precautions when banding. "I've had numerous bloodied ears over the years and I have a closet full of ripped shirts. You get hit on the head about 40 times by an angry peregrine and you start to feel it," he said.

It's not just the peregrine falcons that Castrale monitors. He and the WDS staff are responsible for

monitoring non-game wildlife populations in Indiana. This summer non-game bird biologists and volunteer bird watchers will travel the state to update the Atlas of Breeding Birds of Indiana which tracks the current distribution of nesting bird species.

Castrale said he was always interested in science, environmental issues and wildlife. His interest led him to

(Continued on pg. 5)



Castrale and Tom Despot take some punches from an adult falcon while returning South Bend falcon chicks to their nest box. The chicks were briefly removed from the nest for blood tests and identification bands.

Bureau of Motor Vehicles employees take customer service a step further

Six employees of the Bureau of Motor Vehicles Bedford license branch recently participated in a Habitat for Humanity construction project. They joined other volunteers to build a house in Mitchell for a single mother with two children.

Debbie Maze, Bedford branch manager, explained that staff became involved through a customer who talked about the project while completing his transaction. The employees were so impressed that they asked how to become involved. In addition to the house in Mitchell, they will participate in an all-women building project later this summer.

Andy Miller, BMV commissioner, expressed his

appreciation to the Bedford branch staff for their outstanding example of community service.



Employees of the BMV branch in Bedford work on a house for a Habitat for Humanity project in Mitchell. Kneeling in front is Cindy Fender. Standing left to right are Missy Little, Tracy Brown, Karan Clouse, Tessa Spires and Casey Hack.

(Continued from pg. 1)

Governor recognizes outstanding achievements

law enforcement agencies resulting in the seizure of 42 meth laboratories and nearly 100 arrests.

- A team of Department of Administration (IDOA) employees saved the state \$4.4 million in 2008 by implementing a program that groups spending together to better leverage the state's purchasing power.

The governor created the Public Service Achievement Award in December 2005. State agencies submit nominations of individuals or teams for review and recommendation to the governor. Teams receive up to \$5,000 to be divided among team members while individual award winners receive a medal and \$1,000. In 2008, awards were presented to 64 state employees.

Individual award winners, their agencies and hometowns included: Nicole Kenney, Molly Martin and Jessica Robertson, all IDOA employees and all from Indianapolis; Matthew Stuckey, IDEM, Noblesville; Lisa Harpenau, IDOI, Mooresville; Michael Gaunnac, Department of Workforce Development, Fishers; and Jayant Chauhan, State Personnel, Indianapolis.

Awards were also issued to four teams, one each from the Indiana Professional Licensing Agency (PLA) and ISP and two from the BMV.

PLA team members included Ashley Brown, Taya Fernandes and La Vette Gladney, all of Indianapolis, and Joshua Klatte, Greenwood. The ISP team consisted of Paul Andry, Paoli; David Qualkenbush, Shoals; Jackie Smith and

Now's the time

It's not too early to start thinking about your health care benefits as a state employee. While we do not yet know the options, we do know that come this fall, you will need to make some decisions.

Do your research now and avoid making a hurried decision. Use the resources of your local public library, search engines on the Web or discuss the issues with your medical providers.

In particular, check out the consumer-driven health care insurance plans (CDHP) and Health Savings Accounts (HSAs). CDHPs are what used to be known as High Deductible Health Plans (HDHPs).

Compare CDHPs with traditional health care insurance plans. See how taking control of your health benefits you and your family not only physically and financially.



Find out more online at:
www.in.gov/spd/benefits

Katrina Smith, both of New Salisbury.

The BMV teams included: Holly Alber, Rochester; Cathy Anderson, Anderson; Vicki Deutscher, Laporte; Ron Hendrickson, McCordsville; Jeanne Kendrick, Jeffersonville; Victoria Knowles, Indianapolis; Lesley Mucha, Oxford, OH; Sandra Pancer, Michigan City; Ryan Beeson, Noblesville; Harold Day, Beech Grove; John Johansson, Clayton; Neela Krishnamurthy, Carmel; Elizabeth Manship, Greenfield; Marc Sirkin, Greenwood; and Stefanie Gaspie, Brad Hoffman, Jacqueline McCune, Rodney Penn, Susie Skillman, Nicole Thompson, all of Indianapolis.

Along with a complete photo gallery, a list of award recipients and their accomplishments is available at: www.in.gov/spd/2438.htm

ON SALE NOW!

INDIANA STATE FAIR HOOSIER LOTTERY GRANDSTAND



LUCAS OIL
PRO PULLING

MOTORSPORTS WEEKEND
featuring Indy Super Pull

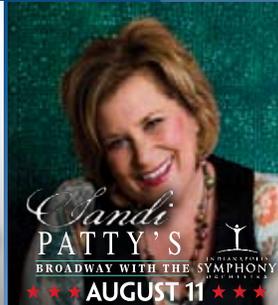
★★★ AUGUST 8 & 9 ★★★



DEMI LOVATO

presented by VOICE.TV

★★★ AUGUST 10 ★★★



Sandi PATTY'S

BROADWAY WITH THE SYMPHONY

★★★ AUGUST 11 ★★★



mm **mercyme**

JEREMY CAMP

presented by Shepherd Community Center

★★★ AUGUST 12 ★★★



INDIANA **Music Fest** **FREE**

featuring...
JON MCLAUGHLIN
The Elms
The Why Store

★★★ AUGUST 13 ★★★



KELLY CLARKSON

★★★ AUGUST 14 ★★★



KEITH URBAN
LIVE

With Special Guest
JASON ALDEAN

★★★ AUGUST 15 ★★★



JOURNEY

10 Years

★★★ AUGUST 16 ★★★



On Sale June 5!

Jason Mraz

WITH SPECIAL GUESTS
G.LOVE
& SPECIAL SAUCE

★★★ AUGUST 18 ★★★



The Oak Ridge Boys

★★★ AUGUST 19 ★★★

Tickets available at the Indiana State Fair Box Office at (317) 927-7601, all Ticketmaster locations, www.ticketmaster.com, charge-by-phone at 1-800-745-3000. For more information, call the Indiana State Fairgrounds Box Office at (317) 927-7601 or visit www.indianastatefair.com.



AUGUST 7-23 • MORE FUN ★ MORE DAYS!

WATCH FOR MORE ENTERTAINMENT ANNOUNCEMENTS AT WWW.INDIANASTATEFAIR.COM

Classifieds

Please respect the following rules when submitting items:

- Ads are limited to state employees only.
- Contact information must include either a phone number with area code (home or cell, no state numbers) or a home e-mail address.
- Submit ads via e-mail to spdcommunications@spd.in.gov, information must be included in the body of the e-mail, no photos or attachments. No bold or italic type, no ALL CAPS.
- Limit one ad per employee per issue; each ad has a limit of three items.
- Deadline is the 10th of the month prior to the next issue.
- No weapons, no animals, no food items.
- No real estate, for sale or rent, including mobile homes, manufactured housing, timeshares, etc.
- No Avon, Mary Kay, vitamins, etc.
- No memberships, businesses or professional services (i.e., tax preparation, car repair, etc.).
- Ads will run for one issue only.
- State Personnel Department staff reserves the right to edit and/or refuse any ads.

2001 Chevy S-10 parts; located in Michigan City, manual trans. 4 tires; brand new. \$175. West Marine raft; \$400. Call Jeff, 219-629-1617.

2002 Salem RV trailer by Forest River LE X-19; 19' hybrid, one side queen, other side full; gas appliances, microwave oven, dual sinks, bathroom w/ tub/shower, gray water holding tank, black & fresh water tanks; AM-FM w/ CD surround, antenna on top for TV w/ booster, plenty of storage inside & out, full size awning, exterior lighting, dual LP tanks. \$6,200. 2003 Chevy Suburban; dark gray, 5.4 liter engine, tow package, 2 wheel drive, dual a/c, AM/FM stereo CD, hauls 9, runs great. 62K mi. \$10,900. Reed & Barton sterling silverware, 8 4-pc place settings, Burgundy. \$2,400. Call 317-752-5692 or pan4gold49@gmail.com

1999 Harley Davidson 1200 Custom Sportster; dark purple/black, forward controls, all fluids AMSOIL synthetic oil, Screamin Eagle exhaust, 15,700 mi.

\$6,900. 1972 MGB; yellow w/ chrome bumpers, good condition, owners manuals, convertible top bows in place, but no roof material on them, hard top incl, 89,700 mi. \$3,850. Murray Sentinel lawn mower; 12 HP Briggs & Stratton, 38" cut. \$75. Contact Brandon, 765-746-4700 brandon.r.stevens@gmail.com

Weider 8630 home gym; great condition; barely used, 2 weight stacks work independently for ea 2 work stations, upper & lower pulleys, butterfly arms, leg press. \$200 obo. Contact Linda, 219-510-3631.

2001 Masada Tribute; gray, 4 wd, auto, clean, runs good, low mileage; \$4,200 obo. Call 765-344-1919.

2 kneeling chairs; free. 2 bar stools; \$40. Contact 317-698-8633 or lgn1@hotmail.com

Wanted: used rotary hoe blades to use for artwork. E-mail micropturus@yahoo.com

Elliptical trainer; very good condition, used little. \$250 obo. Phone 812-405-2149 after 6 pm.

Diamond engagement ring; Solitaire, 14K yellow gold, rugged setting. \$425. Contact Mitch, Mitchvanclleave@comcast.net or 317-750-4310.

1996 Fender American Standard Telecaster & case; blue, good condition. \$650. Call Greg, 317-413-4340.

14K gold Figaro necklace; 40 grams, 7mm, 20 inches, like new, storage case & box incl. \$1,050 obo. Contact Alex, 404-275-1687 or gatorkoos@gmail.com

Ladies diamond & gold tennis bracelet; double locking clasp, diamonds average 2.60mm diameter, bracelet weighs approx. 25 grams, 14 clusters of 9 diamonds (126 diamonds, total carat weight 7.50, SI clarity, H-I-J color grade, strong blue to inert fluorescence. \$3,300 obo. Call 317-270-2245 or e-mail art501_indy@yahoo.com

(Continued from pg. 2)

Monitoring peregrine falcons



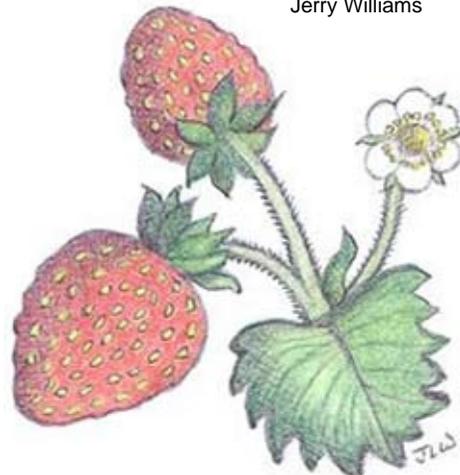
DNR biologists Aaron Holbrook and Castrale checked and banded Indianapolis falcon chicks earlier this spring.

Purdue University where he received a bachelor's degree in wildlife biology and a PhD. from Brigham Young University. Castrale enjoys his job and admitted, "Even on vacation I bird watch."

He offers an easy and earnest explanation as to why he likes his job: "I like the connection with nature, it improves quality of life. Wild animals are our native heritage and we have a moral and ethical responsibility to help sustain their populations. I take satisfaction that I played a minor role in achieving that goal."

Want to watch the peregrine falcons in action in Indianapolis? Check out the Falcon Blog and Cam at <http://blogs.indystar.com/falconblog>

Original artwork by Jerry Williams



Legislators to return to finish business

The 2009 legislative session ended without completing all the necessary work. One of the biggest items left unsettled was passing the biennial budget.

Governor Daniels will call a special session in June which will focus on resolving that issue. In the meantime, if you want to know what bills have been passed and will soon become law, log onto the governor's Web site and review the 2009 Bill Watch. Here's the link to the page: www.in.gov/gov/billwatch.htm

And speaking of legislatures, here's an update on budgets in other states... After already cutting \$40 billion, states expect to have to slice another \$62 billion to make their current budgets balance, the National Conference of State Legislatures said in its most recent survey of states' fiscal health.

So far, at least half of all states are either substantially increasing existing fees or implementing new ones, for a variety of services.

Nearly a dozen states have either raised sales or income taxes or are seriously considering it.

Explore Employee Discounts

Be the first to know

Sign up to receive e-mail alerts for new state employee discounts. Visit www.in.gov/spd/2439.htm and click the button "Subscribe for e-mail updates" at the top of the page.

When SPD posts a new discount, like an Indiana Fever game, we'll notify you via e-mail.



At least 15 states are either considering or carrying out furloughs of state employees. According to a University of Illinois labor relations professor, the furlough issues "may very well be the most widespread use, or consideration of use, at least since the emergence of the post-World War II economic boom." **Alabama** leads the nation with the longest state furloughs proposed, 24 days. **Minnesota** has proposed that same number, but has not yet acted upon it.

California anticipates a budget shortfall of \$21.3 billion and is now looking at placing the Los Angeles Memorial Coliseum, San Quentin State Prison and the Orange County Fairgrounds up for sale. The administration is also reviewing the option for early release of 38,000 of the state's 168,000 offenders.

Arizona's budget deal closed a \$650 million budget shortfall by taking \$400 million for K-12 schools and universities and using \$250 million in federal stimulus funding.

Wisconsin dramatically cut aid to local governments, public schools and Medicaid health care programs for the poor, disabled and elderly.

The legislature in **Maine** is considering cutting across-the-board pay raises, implementing shutdown days or unpaid holidays and increasing the amount state workers contribute to their health care premiums.

Get your discounted Fever tix for June

The Indiana Fever are offering state employees discounts for two of their home WNBA games in June. Those games are Tuesday, June 9 when the Fever take on the Seattle Storm, and Saturday, June 27 when the opponent will be the New York Liberty.

The exclusive June offer features all \$14 tickets for only \$5, \$20 tix for \$10 and \$32 tix for \$15. Use the link below and enter the password FEVER

Tickets are limited and subject to availability. Ticket price includes a six percent Marion County admissions tax. No refunds or exchanges. You will have to create a Ticketmaster Account to purchase tickets.

Contact Alice Laskowski of the Indiana Pacers at 317-917-2824 or e-mail alaskowski@pacers.com with questions.

Ticket link: <https://oss.ticketmaster.com/html/go.html?l=EN&t=Fever&o=229294&g=2539>



Governor Mitch Daniels recently met with Hoosiers at an economic development announcement in Wakarusa. Executives from Electric Motors Corporation (EMC) and Gulf Stream Coach announced the companies' partnership and plans to launch electric vehicle production in Elkhart County. EMC, which develops and manufactures electric power drive systems for electric and hybrid vehicles, will partner with the RV manufacturer to produce the first light-duty electric pickup truck. Together, the companies plan to invest more than \$80 million on building renovations, machinery and equipment to site manufacturing facilities in Wakarusa and Nappanee. The results will potentially create more than 1,600 jobs by 2012.