IDHS Continues Response to September’s Severe Weather

Hoosiers learned in September that you don’t have to live by the ocean to feel the effects of a hurricane. Remnants of Hurricane Ike rolled through the state leaving severe flooding and wind damage in several Indiana counties.

“Many people suffered damage and there is a long road of recovery ahead,” said Joe Wainscott, executive director of the Indiana Department of Homeland Security (IDHS).

“We have many dedicated employees who have worked long hours to help those in need, and we appreciate the support we’ve received from local officials.”

Statistics gathered on October 28, 2008 indicates that more than 22,000 Hoosiers have applied for assistance with FEMA.

Nearly $25 million in disaster assistance grants and loans have been approved for Indiana residents with property damages.

Disaster recovery centers (DRC) were established in several counties across the state.

From the Director’s Chair

As colder weather approaches, cold and flu symptoms remind us all how easily infections may spread from person to person. The challenge is to prevent a severe outbreak of communicable disease.

An influenza pandemic occurs when a new, highly contagious flu strain emerges for which humans have no natural immunity. A pandemic will occur if the avian flu virus, currently circulating in more than 50 countries on three continents, mutates to acquire the ability to transmit efficiently from human to human. An influenza pandemic would almost certainly lead to a major economic decline.

It is impossible to predict when the next pandemic will occur or how many lives it will claim. However, it has been estimated that even during a mild pandemic, at least 30 percent of the workforce would not report for work for extended periods due to sickness or the need to care for family members. A more severe pandemic would cause an even greater absentee rate, with even greater problems.

IDHS, along with several other state agencies, has worked for many years to strengthen district-level capabilities to respond to all hazards and to be able to provide the capability to move district assets to the aid of another district in the event that local responders

(Continued on page 4)
Safety Vests Required on November 24

High-Visibility Vests for state emergency responders is a federal mandate beginning November 24, 2008. The new mandate requires anyone working on the right-of-way of a federal-aid highway must wear high-visibility clothing. The new regulation is intended to ensure the safety of emergency response personnel working on busy streets and intersections. The new vests will improve visibility, with the goal of decreasing the likelihood of a collision.

IDHS has purchased vests for its emergency responders, and those responders will be required to wear their vest when acting in a response capacity.

Some changes to the rule have already been proposed. One proposal suggests allowing ANSI 207 vests for emergency responders, instead of the ANSI 107 that is in use. The ANSI 207 only requires 450 square inches of background material, not 775 like the ANSI 107. In addition, another proposal suggests requiring use of the vest on all public roads and not just federal-aid highways, suggesting that in order to be truly safe, emergency personnel should wear the vest during every emergency.

For more information on the safety vests, please visit [www.in.gov/dhs/pio/ vests.pdf](http://www.in.gov/dhs/pio/ vests.pdf).

Search & Rescue Conference

The Mari Hulman George Search and Rescue Training Center hosted its first search and rescue conference in September at Camp Atterbury. The conference gave search and rescue personnel an opportunity to learn new skills and meet other search and rescue personnel from around the country.

For photos of the conference, please visit [www.pbase.com/moonandstar/idhsmidwest09](http://www.pbase.com/moonandstar/idhsmidwest09).

Fire Departments Receive Grant Funding

Lt. Governor Skillman, Executive Director Wainscott and others at the Bedford Fire Department grant presentation.

Lieutenant Governor Becky Skillman, IDHS Executive Director Joe Wainscott, and IDHS Training Division Director Brad Thatcher presented grants to several fire departments statewide earlier this month. The grant funding will be used to expand areas of advanced training.

“Our firefighters perform key services in our communities,” said Lt. Gov. Becky Skillman. “With this grant funding, fire departments can deliver an even greater level of security to residents.”

In addition to helping their local department, the grants also benefit surrounding counties within the district.

“It is critically important that firefighters receive regular and consistent basic training courses,” said Joe Wainscott, executive director of the Indiana Department of Homeland Security. “With training centers close by, fire departments have more opportunities to improve their individual and collective skills.”

Departments receiving grant funds include:

- Clay Fire Territory
- Henry County Emergency Management Agency
- Grant County Fire Instructors Association
- Winchester Fire Department
- Michigan City Fire Department
- Greencastle Fire Department
- Bedford Fire Department
- Versailles Fire & Rescue
- Southwest Allen County Fire District
- Lafayette Fire Department

The funds will be used to develop unique fire training facilities that will give firefighters the ability to learn and practice skills used during daily operations.

To view photos of all presentation ceremonies, please visit: [www.in.gov/dhs/3015.htm](http://www.in.gov/dhs/3015.htm).
Blackford County

A native of Blackford County, Aaron Henderson serves as the Director of Blackford County Emergency Management among other positions within the community. As a part-time director, Henderson also serves as the county’s Chief Probation Officer and brings over 16 years experience in public service to his position. A 1992 graduate of the Indiana Law Enforcement Academy, a 1994 graduate of Anderson University (BA Criminal Justice), and a 2001 graduate of Valdosta State University (MPA), Henderson served as a Hartford City Police Officer/DARE Officer until 1995 when he moved into the Probation Department and assumed the responsibilities of the County EMA Director in 2001. In addition, Henderson is a Lieutenant and Instructor II/III for the Hartford City Fire Department, and is an Adjunct Professor for Indiana Wesleyan University. Henderson comes from a family of public servants. His father Gene is a retired Fire Chief of the Hartford City Fire Department and serves as Henderson’s deputy director. His brother is a 23 year veteran of the US Air Force (IDMT) and his mother was a nurse. Henderson is the father of 3, Nicholas, Ethan, and Gabrielle and the husband to Jennifer.

Blackford County EMA has established a fully functional Emergency Operations Center coupled with a fully integrated Mobile Command Center and has the support of approximately 25 trained volunteers. Henderson is one of two paid positions within the agency, with Scott Craig serving as an Assistant to the Director, also a part-time position. Although Blackford County is the third smallest county in the State of Indiana, Henderson, Scott and the rest of the volunteers understand and train knowing that problems in small counties are complicated by the lack of funding and personnel. Therefore, training is held as a high standard for all volunteers as well as the accumulation of supportive equipment and redundant communications procedures. The department supports and maintains the SkyWarn Program, Amateur Radio Classes, CERT, and serves as a liaison with private organizations throughout the community.

Brown County

Mike Bruce has been a full-time EMA Director for about three and a half years. Prior to the EMA position Bruce worked at an area Hospital first as a Microbiologist, then Computer System Administrator and was promoted to Project Manager and Situation Manager for six ancillary 24/7 Hospital departments.

Since accepting the position of EMA director, Bruce has helped to revive the CERT program in Brown County, established RACES for Brown County and acquired his HAM radio license. Through IDHS grants Bruce has acquired for Brown County: Laptops, 800 Mhz radios for the First Responders, and security equipment for the Courthouse.

Bruce is active in District 8 activities, including planning and exercise. “I want Brown County to be seen as a good investment so we can continue to progress into the future.”

Bruce lives in Brown County with his wife Holli and his six year old son Matthew. Hobbies include archery, fishing, hunting, and reading.

Having been through tabletops, full-scales, and two declared disasters in two weeks, Bruce has a deep admiration for the first responder community and support the State of Indiana has given us.
From the Director’s Chair

(Continued from page 1)

become overwhelmed during an incident. We have determined that these capabilities should be exercised, evaluated and plans revised to assure a rapid and efficient response to disasters. With this responsibility in mind, IDHS, Indiana State Department of Health, Indiana Board of Animal Health and Districts 6 and 10 are collaborating for the Pandemic Response Indiana Defense Exercise (PRIDE) being held at the Muscatatuck Urban Training Center on November 14-15.

The purpose of the PRIDE exercise is to demonstrate the capabilities of Local, State, Private and Federal agencies to establish and maintain response communications systems required to sustain a common operating picture and response capabilities during a pandemic. This exercise will be used to evaluate the effectiveness of Federal, State, Local and Private Sector continuity of operation and continuity of government plans during a pandemic, as well as the ability to establish NIMS compliant incident management systems to manage local and state response to a pandemic.

We recognize that we must remain flexible and ready to take on additional challenges as we evaluate this exercise. Nevertheless, we remain focused on moving forward with the tasks at hand and hope we can rely upon continued support from our partners at the local level.

I encourage all Hoosiers to become more educated to the threat of pandemic flu, and for public safety professionals to spread the word about personal responsibility. It is important to work together and individually to build personal, family and community resilience in advance of a potential disaster. The worst thing we can do is not prepare. Individuals and families should gather and store food, water, and prescription and over-the-counter medications and other emergency equipment and supplies in an effort to prepare for an influenza pandemic.

Certifications FAQ

Several questions have arisen regarding certifications. Below are a few examples, however for more FAQ, please visit the website at www.in.gov/dhs/files/certifaq.pdf.

Question - My EMT-B certification expired on October 1, 2008. I turned in my in-service hours on September 25, 2008 when will I get my certificate showing I am renewed?

Answer – you can expect it to take 4 weeks to process, verify the information, print and mail the certificate to you.

Question - Can you confirm that you received my in service hours and that I am in good standings? I need to submit them to my provider so I can continue to serve my community. I am sorry for the inconvenience and appreciate your assistance with this.

Answer – we will not confirm that you have submitted your in service hours. If maintaining your certification is critical to your continued employment, you should submit the application for recertification at least six weeks before the expiration date. YOU should keep a copy of the in-service sheets you submitted. Send the sheet(s) certified mail with a return receipt. Keep the copy and the receipt together and available until you receive your updated status from us.

Grants Mgmt Unveils New and Improved iGMS

Users logging into the Indiana Grants Management System (iGMS) since October 17, 2008, may have felt they were at the wrong web-site. While the looks have changed dramatically, the overall function of the software remains the same. Grants Management staff implemented these changes to improve the “friendliness” of the site, with an ultimate goal of improving the efficiency and effectiveness of the grants management process for all involved.

These changes are all part of the ongoing quality improvement process.
Employee Spotlight - Robert (Bob) LaGrange

Robert (Bob) LaGrange has been the Individual Assistance/Emergency Preparedness Specialist for the IDHS Emergency Response and Recovery Division for approximately 16 years. LaGrange works closely with FEMA and other government agencies during declared disasters to see that the citizens of Indiana receive disaster recovery funds for themselves and their families.

His favorite thing about his job is dealing with the variety of agencies working with disaster recovery. LaGrange states, “there is always plenty of work to be done and it is seldom boring or routine.” LaGrange finds it gratifying to know that he had a part in helping thousands of people recover from a disaster.

LaGrange enjoys playing baritone in the Greater Greenwood Community Band and singing in a men’s chorus at the Indianapolis Scottish Rite. His favorite food is Italian and states he likes to cook.

LaGrange has been married to his wife Kay for 36 years. They have two children, Joe and Amy and a Border Collie, Ginger.

Eta Sigma Iota Honors IDHS Employee

America’s first and only homeland security professional society, Eta Sigma Iota (ΗΣΙ) chartered its second chapter at Vincennes University (VU) earlier this month. Personnel from Purdue, Vincennes, and the Indiana Department of Homeland Security (IDHS) were present for the announcement of the formation of the Beta Chapter.

Eta Sigma Iota was founded in 2006 from the Purdue Homeland Security Institute to bring together the students and faculty who are interested in issues related to the field of homeland security.

IDHS’ Ken Woodall was present and received an honorary membership to the professional society. Woodall, a VU alumnus is currently the Training Division Assistant Director at IDHS.

“It is an honor to be recognized by the outstanding people at VU. I’m proud to be a VU graduate and look forward to the partnership we can build in the future,” said Woodall.

VU students Molly Pate, Carly Searles, Travis Colston, Daniel Hartman, and Kevin Sargeant are the officers of the new chapter and received their certificates at the ceremony.

These students, along with the other 36 members put forth several hours of time and effort to establish a chapter of ΗΣΙ at Vincennes University. The first step the students took was obtaining the Colony Application form from HΣI national headquarters at Purdue University. Once the application form was completed, each of the 40 students interested in becoming a member filled out and submitted the appropriate dues and fees.

Upon receipt of the Colony application form, The Alpha chapter reviewed the application and determined to accept the request for the Beta chapter at VU.

The Society provides seminars, workshops and speakers on current topics in homeland security, provides training and certification to foster volunteers who can assist emergency response, spreads awareness of roles and responsibilities relating to homeland security within the Community, and supports professional networking opportunities for career prospects within the government and the industry.
Employee Spotlight - Tony Pagano

Tony Pagano is a Training and Exercise Manager with IDHS. He has been with the agency for 23 years. Pagano is responsible for working with emergency management exercises in District 5 and enjoys learning new things with his current position.

Pagano states that his only current hobby is finishing his college degree. He has been carrying a full course load for the past 3 years and states, “If I get my act together I will graduate in December.” Pagano jokes that he is a 37th year Senior.

Pagano leads a group for single adults in his church and says his favorite food is sweet potato casserole.

He lives in the Southport area in the same house he grew up in and says it’s nice to have neighbors he’s known since he was 5 years old. Pagano has 2 grown sons.

Open Enrollment

Few things are as important as your health. Healthy choices and smart decisions are the way to impact your quality of life and your future health costs. Being a wise consumer just makes sense. As open enrollment approaches and you plan your health care for next year, take a proactive approach by developing a relationship with a physician that can identify and help you manage your health conditions. Get INShape. And, please, do the math to determine which health care alternative is best for you. For more information on Open Enrollment, visit www.in.gov/spd/2528.htm.

Indiana Code Corner

IC 22-12-9

Heating Oil Tank Closure

Duties of owners

Sec. 2. (a) Immediately upon abandoning the use of heating oil as a fuel in heating a property, the owner of a heating oil tank, under applicable state and federal law, shall:

1. remove all flammable or combustible liquids from the heating oil tank, piping, and connections; and
2. except as provided under subsection (b), remove the outside filling pipe.

(b) An owner is not required to remove an outside filling pipe under subsection (a)(2) if the owner permanently secures the tank against accidental filling.

(c) An owner of a heating oil tank described in subsection (a) shall, under applicable state and federal law, dispose of all flammable and combustible liquids removed under subsection (a).

GSA Launches Program to Support State and Local First Responders

State and local governments have a new way to buy supplies and services to prepare for and respond to all types of emergencies under a program established by the U.S. General Services Administration (GSA) earlier this month.

The Cooperative Purchasing Program allows state and local agencies to buy law enforcement, security, and first responder goods and services off a GSA contract known as Schedule 84.

“With the constantly shrinking budgets that all emergency responders are faced with, the Cooperative Purchasing Program provides a cost effective method to procure items at the best rate,” said Arvin Copeland, director of IDHS’ Emergency Response & Recovery division. “As the vendor library grows, so will the convenience of procuring emergency equipment in a shorter time frame allowing responders to be better prepared.”

The GSA Cooperative Purchasing Program was started in 2003 to allow state and local governments to procure information technology equipment, software, and services found under Schedule 70 and Consolidated Schedule contracts containing IT Special Item Numbers. Under the expanded Cooperative Purchasing Program, state and local governments can also buy total solutions for law enforcement, security, facilities management, fire, rescue, clothing, marine craft and emergency/disaster response equipment.
cont’d Response to Severe Weather

(Continued from page 1)

state for residents to apply for emergency food stamps and receive information about recovering from the damage. Over 31,000 Hoosiers have visited the 12 DRC’s set up in Indiana.

A disaster declaration approved by President George W. Bush meant that residents in 20 Indiana counties are eligible to receive Individual Assistance. Those counties include: Clark, Crawford, Dearborn, Floyd, Harrison, Jackson, Jefferson, Jennings, Knox, Lake, LaPorte, Lawrence, Martin, Perry, Pike, Porter, Scott, Spencer, Switzerland and Washington.

Search & Rescue Hosts Korean Firefighter

The Indiana Department of Homeland Security, Search and Rescue Training Center has been hosting Kim Gyeong Lim. Lim is a Korean fire fighter with the National 119 Rescue Services, National Emergency Management Agency, Korea. The South Korean government sent Lim here to learn how Americans train search and rescue dogs.

Lim arrived in July and has been staying in the barracks as a guest of Camp Atterbury. In July Lim was given a 6 month old Belgian Malinois by Barb Beland. K9 Stryker was one of five puppies recued from the Blackford County humane society. Because of the floods in June, Barb was no longer able to keep him and wanted him to go to a working home. Lim came to us with no knowledge of how to train a dog. We began with the basics of play and obedience control. Lim has since decided to focus on cadaver search with K9 Stryker. They do not have cadaver dogs in Korea and Stryker will be the first if his government allows. A final decision will be made in November as to

Employee Spotlight - Carl Deel

Carl Deel is a Senior Fire and Building Code Inspector with the Indiana Department of Homeland Security. He has been with IDHS for 8 years. Deel is responsible for the inspection of Class 1 structures for Fire and Building Code compliance and conducts damage assessments when needed. He also assists in training new inspectors. Deel enjoys meeting new people and working with a “great team of inspectors.”

In his spare time, Deel likes to visit flea markets and car races. He also enjoys working with his brothers on a 150 acre family farm.

Deel lives in Crawford County next to Patoka Lake with his 17 year old son Chris.
cont’d New and Improved iGMS

(Continued from page 4)

initiated in Grants Management. This began with the formation of an iGMS user group. Select iGMS users were asked to participate in the discussion group to provide feedback and recommend updates or revisions that would enhance the iGMS experience from the user perspective.

One of the major changes is the new “dashboard” feature. This is designed in response to user group recommendations and the desire to give users “what they need, when they need it.” The dashboard allows users to go to specific areas of iGMS based on category. For example, users looking for the status of an agreement can go to “agreement tracking.” If a user needs to check the activity of a sub-recipient, the “my sub-recipients” section displayed on the dashboard will provide real-time information. The same is done for RFE’s that need to be audited. The dashboard is also flexible and will change based on the system authorization level of the user, which means some features may not be visible to all users.

Two training sessions for IDHS staff were held on October 17, and October 24, 2008. Additional training sessions are being considered for after the first of the year and will include opportunities for locals to receive training. All IDHS District Coordinators have been training on the new system and as always, the Grants Management staff is available to offer assistance to any inquiring user.

cont’d Search & Rescue Hosts Korean Firefighter

(Continued from page 7)

whether or not K9 Stryker will go to Korea with Lim.

Since coming to the Search and Rescue Training Center, Lim has attended classes in Ground Search, K9 tracking/Trailing, Cadaver Search, Technical Rescue awareness, Crime Scene preservation, Building Search Techniques and K9 Water Search classes. Lim has attended the National Search Dog Alliance conference, IDHS Midwest Search and Rescue conference and the International Police Work Dog Conference all of which where held at the IDHS Search and Rescue Training Center and Camp Atterbury. Before Lim departs, he will also attend a seminar in Greenfield and the INKY-SAR conference. These conferences have given Lim an opportunity to exchange information with K9 handlers from around the country and Canada. Lim has also visited with Indiana Task Force 1, Argus Search and Rescue, Midwest Search and Rescue, Tri-state Search and Rescue, Mid America Search and Rescue and several fire and law enforcement agencies. Lim has visited with other agencies and training facilities in and around Indiana. His most recent trip was to El Paso, Texas where he visited with the US Border patrols K9 training facility.

Lim has had the opportunity to participate and observe actual searches while attending the facility. He has assisted with 3 cadaver searches, 1 missing person and 1 fire recover while at the Search and Rescue Training Center.

Lim has said he has learned a lot about training search dogs. He intends on sharing his knowledge with his fellow fire fighters in Korea. He will come back for additional training as opportunity allows. Lim will leave for Korea on November 24th ending a 5 month stay.
Performance Appraisals Just Around the Corner

Performance Appraisal season is almost upon us! State Personnel has unveiled some exciting changes to the process in response to Agency and employee feedback since the program’s inception. The most significant change is that there will be 5 overall anchors which are as follows:

- **Outstanding**: Consistently exceeds expectations on all evaluation factors.
- **Exceeds Expectations**: Overall high performance; frequently exceeds expectations on many factors.
- **Meets Expectations**: Consistently meets the requirements of the job in all aspects
- **Needs Improvement**: Sometimes acceptable, but not consistent; needs improvement to meet.
- **Does Not Meet Expectations**: Does not meet the minimum standards of performance.

Other changes include combining the Employee Work Profile and Performance Appraisal forms into one (1) single form, eliminating redundant work on the part of the supervisor. This will aid in the eventual transition to utilizing PeopleSoft ePerformance in coming cycles.

The format of the form juxtaposes the section entitled Performance Expectations and the section General Factors, and renames the General Factors as "Competencies." This change comes about as we recognized that the behaviors, skills, and abilities each employee brings to the workplace are equally as important as the goals that they work towards each day. That section contains overall factor rating check boxes with the three (3) existing anchors (Meets, Exceeds, Does Not Meet) and a free form area entitled "Behaviors during the review period which support the rating" for each Competency. This free form area eliminates the need for a separate "Comments" area. In 2009, we will reduce the number of goals from six (6) to four (4).

There are also new appraisal forms for new hires which more accurately capture an employee's performance goals and developmental plans in the first months of employment, whether it is a promotional or original working test. The new forms and policies can be located at [http://www.in.gov/spd/2394.htm](http://www.in.gov/spd/2394.htm) or feel free to direct any questions or comments to your Human Resources Director, Marci Helton at mhelton@spd.in.gov and refer to the State Personnel training website for opportunities to learn more about Performance Management.

Leadership Creates Progress

Washington Township Volunteer Fire Department in Daviess County is building a training center with approximately $16,000 of donated funds. The Community Foundation donated $10,000 and the Department is planning to raise the remainder of the funds for the center. The training center will have a $50,000 value because of the donated time, labor, and equipment being provided.

Chief Ken Showalter and his membership are demonstrating a unique approach to providing training for volunteer firefighters in rural Indiana.

IERC Member Recognized

Executive Director Joe Wainscott presented Robert Reilley, Executive Director of Global Security for Eli Lilly with a plaque at the Indiana Emergency Response Commission (IERC) Conference earlier this month. Reilley has served as an industry representative on the IERC and is leaving the IERC at the end of the year. The plaque recognized Reilley’s service to the IERC.
Depot Ceremony Celebrates Accomplishments

Army officials held a ceremony to celebrate the successful completion of chemical stockpile elimination at the Newport Chemical Depot in late October. The Newport site was one of the nation’s chemical weapons stockpiles managed by the U.S. Army Chemical Materials Agency and stored approximately four percent of the nation’s total amount of chemical weapons material.

Mark Your Calendar!

November

5- Fire Prevention and Building Safety Commission
Indiana Government Center South, Conference Center Room B
402 W Washington St, Indianapolis
9:00 AM - 12:00 PM EST

5- Counter-Terrorism and Security Council (CTASC) Regular Meeting
Indiana Government Center South, Conference Room 1 & 2
302 West Washington St, Indianapolis
11:15 AM - 12:00 PM EST

5- Indiana Intelligence Fusion Center Sessions
Indiana Government Center South, Conference Room 1 & 2
302 West Washington St, Indianapolis
1:00 PM - 4:00 PM EST

5- Counter-Terrorism and Security Council Executive Session
Indiana Government Center South, Conference Room 1 & 2
302 West Washington St, Indianapolis
10:30 AM - 11:00 AM EST

6- Regulated Amusement Device Safety Board
Indiana Government Center South, Teleconference Media Center Room 14
402 W. Washington St, Indianapolis
1:00 PM - 4:00 PM EST

11- C-TASC Public Information Days
Indiana Government Center South, Conference Room 20
302 West Washington St, Indianapolis
9:00 AM - 12:00 PM EST

10- Indiana Emergency Response Commission
Indiana Government Center South, Conference Room 1
302 West Washington St, Indianapolis
1:00 PM - 2:00 PM EST

12- Fire Prevention & Building Safety Commission
Indiana Government Center South, Conference Center Room 20
402 W Washington St, Indianapolis
1:00 PM - 2:00 PM EST

13- Indiana Homeland Security Foundation Project Committee
Indiana Government Center South, Conference Room C
302 West Washington St, Indianapolis
10:30 AM - 4:00 PM EST

21- Higher Education Advisory Board
TBD
10:00 AM - 2:00 PM EST

21- Indiana Elevator Code Review Committee of the Fire Prevention and Building Safety Commission Meeting
Indiana Government Center South, Teleconference Media Center Room 14
402 W Washington St, Indianapolis
9:00 AM - 12:00 PM EST

26- EMA Conference Call
Call Originates at the IDHS Planning Division, Indianapolis
2:00 PM - 3:00 PM EST

**Training Opportunities**

Indiana Department of Homeland Security
302 West Washington Street
Indiana Government Center South
Room E208
Indianapolis, IN 46204
(317) 232-3980 or (800) 669-7362

The Hoosier Responder is a publication of the Indiana Department of Homeland Security. Please direct any questions or comments to IDHS Public Information at (317) 232-8303.