



Division of  
Mental Health  
and Addictions.

"People helping  
people help  
themselves."

Logansport State Hospital

# The Spectrum

## EMPLOYEE OF THE MONTH

### In this issue:

EOM .....Cover

Material  
Management  
Week.....2

Healthcare  
Quality Week..3

Pharmacy Week  
and Technician  
Day.....4

Changes .....5

Policy Updates  
.....5

COVID Testing  
Sites and Criteria  
.....6 - 9

KRONOS.....10

Longcliff  
Museum.11 - 15

Hoosier  
S.T.A.R.T. ....16

Open Enrollment  
.....17 - 20

Core Value  
Competencies..  
.....21

HUB Mobile ..22

Sneaky Snaps..  
.....23

Culinary Corner  
.....24

Who Am I? ...25

Vol. 30, No. 10  
October  
2020



**EOM**  
**Paula**  
**Johnson**  
**SAS**  
**LARSON**

ADON, Mary Clem  
(L) congratulates  
SAS, Paula Johnson  
(R) as being  
nominated as  
October Employee of  
the Month.

Although I work in Rehab I have been coming in and working weekends as an attendant. Paula is so good to her staff. She is always bringing them in cookies, donuts, and other snacks. The last weekend I worked she provided lunch to all her employees. She is always there to help keep the work environment joyful. She is fair with her employees and is always there to let them vent. Paula has always been someone the staff feels comfortable going to. These acts of kindness have kept her staff's morale up in these trying times.

*Shawna Strickland, RT4*

I will wholeheartedly endorse this nomination for employee of the month for Paula Johnson. She is a stellar supervisor, always putting her staff and patients first. She goes above and beyond to provide support to the staff. She is quick to respond to any calls for help; she will cover the unit when there is a need; she finds creative ways to minimize overtime; she provides an empathetic ear for any staff or patient who needs to vent; she participates in any hospital event and always has a way of making it fun. She has a special way of encouraging staff to give their best every day. Her knowledge goes beyond the normal day to day functions of the hospital – she can always find a way to solve any problem that arises. We are fortunate to have this quality staff member working alongside us.

*Mary Clem RN ADON  
Larson Treatment Center*

## National Healthcare Supply Chain Week

October 5<sup>th</sup> through the 10<sup>th</sup> is designated as National Healthcare Supply Chain Week. Here at LSH, we refer to our supply chain department as Materiel Management. I want to express my appreciation and recognition for the extraordinary teamwork exhibited by our Materiel Management staff. Our facility depends on the swiftness of the staff who provide our supplies. Although there are only three staff members in this department, they provide LSH with over 85 years of combined experience. How fortunate we are to have them here at LSH! They play an extremely important role in maintaining high-quality patient care.

Please join me this week in expressing your thanks and appreciation for the work of the LSH Materiel Management team for the quality outcomes from their work and the value that their work provides to everyone at our facility.

Sincerely,



Greg Grostefon  
Superintendent

### With Thanks to LSH Materiel Management Staff

Mitch Eldridge

Kim Fowler

Duane Brubaker



### **SPECTRUM**

Logansport State Hospital  
1098 S. State Rd. 25  
Logansport, Indiana 46947

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Darrin Monroe.....	Editor & Photographer.....	ext. 3803
Brian Newell .....	Librarian .....	ext. 3712
Mike Busch .....	Community Engagement Dir. ....	ext. 3612
Paula Green Scheffer ....	Clerical Asst .....	ext. 3634
Gregory Grostefon .....	Superintendent.....	ext. 3631

## National Healthcare Quality Week

The week of October 18<sup>th</sup> through October 24<sup>th</sup> is designated as National Healthcare Quality Week. Please join me in acknowledging our Quality Management and Staff Development Departments for their on-going efforts to maintain and improve healthcare quality here at LSH. These departments are integral in promoting quality improvements and training that keep us on the cutting edge of best practice and ultimately enhances the lives of our patients. Join me in celebrating their continued fine work.

Sincerely,



Greg Grostefon

Superintendent

### Quality Management Department:

- *Gayle Edgerly, QM Director*
- *Melissa Stewart, Program Coordinator*
- *Rena Magers, Utilization Review Coordinator*
- *Judy Gaby, QM Clerical Assistant*

### Staff Development Department:

- *Marcia Smith, Nurse Educator*
- *Bobbie Jo Hershberger, Training Officer*
- *Darrin Monroe, Information Specialist*
- *Jani Foreman, Staff Development Clerical Assistant*

## National Hospital and Health System Pharmacy Week

The week of October 18<sup>th</sup> through October 24<sup>th</sup> is designated as National Hospital and Health System Pharmacy Week. Please join me in acknowledging our LSH Pharmacists and Pharmacy Technicians for the important role they play in educating our staff and patients, promoting safe and effective use of medication, and always making a positive difference at our facility. This is the perfect opportunity to dispense a healthy dose of appreciation to this hard working and dedicated group.

Sincerely,



Greg Grostefon  
Superintendent

With Special Thanks for all you do for LSH

**PHARMACY DIRECTOR:** TRISHA ROBBINS

**STAFF PHARMACISTS:** BRYCE CALL  
JASON ROWE

**CLINICAL SERVS TECH:** SUMMER JOHNSON

**PHARMACY TECHS:** JENNY NIPPLE  
HEATHER KITE  
SALLY HAZELETT

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## National Pharmacy Technician Day

October 20, 2020 is National Pharmacy Technician Day! Please help me in thanking our current pharmacy technician staff for all of their hard work and dedication to LSH staff and patients.

Heather Kite  
Jenny Nipple  
Sally Hazelett  
Summer Jackson

Thank you!

Trisha Robbins, PharmD  
Director of Pharmacy  
Logansport State Hospital

## Changes

I am pleased to announce that Travis Steffel accepted the LTC midnight shift Special Attendant Supervisor position. He will start orientation on October 18, 2020. Please join me in welcoming Travis to his new role on Larson Treatment Center.

Dawn Sell, RN, MSN  
Director of Nursing

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## POLICY UPDATES!

**The following LSH policies were updated in September (All Staff are to read all changed Policies)**

- A-5 Report to Criminal Courts – Comprehension to Stand Trial: Minor spelling correction
- A-16 Search and Seizure: No changes
- A-17 Investigations by Police Officials: Changes made to accurately reflect what action is to be taken.
- A-41 Weapons and Violence: No changes
- C-15 Advance Directives: No changes
- C-14 HIV Monitoring: No changes
- IM-14 Notice of Privacy Practices for Protected Health Policy: Form # changed

LSH Policies referenced can be found on the LSH intranet site in PolicyStat by following these steps:

- Go to LSH intranet home page
- Click on “Hospital Policies (PolicyStat)” button-top center of home page outlined in green
- PolicyStat User Name is your state email address
- Once in PolicyStat, use the search bar to find policies by number, name or key word
- To find FSSA, DMHA, and other SPH policies, click on “change location” in the blue bar at the top of the page

Policies available on PolicyStat are the current and official policies.

**COVID Testing Sites and Criteria**  
**As of September 25, 2020**

**Cass County**

**Logansport Memorial Hospital – 1101 Michigan Ave, Logansport, IN 46947**

Contact Phone #: (574) 753-7541  
Testing Requirements: Through ER. Referred by primary care provider. Must be symptomatic.  
Scheduling: N/A  
Hours: 24/7  
Payment Options: Billed through Insurance

**Express Med – 3400 E Market Street, Logansport, IN 46947**

Contact Phone #: (574) 722-9633  
Testing Requirements: Surgical prescreen; Referred by primary care provider. Must be symptomatic and you will be seen by a provider for evaluation.  
Scheduling: No appointment needed.  
Recommended to call ahead.  
Hours: Monday-Friday 8:30 am to 3:00 pm  
Payment Options: Billed through Insurance

**Cass County Health Department – 616 Smith Street, Logansport, IN 46947**

Contact Phone #: (574) 753-7760  
Testing Requirements: Available to anyone.  
Scheduling: By appointment by phone at (574) 355-8754  
Hours: Monday, Thursday, and Friday from 7:45 am to 2:00 pm; Tuesday and Wednesday from 12:00 pm to 6:00 pm  
Payment Options: Free to anyone

**Fulton County**

**Woodlawn Hospital – 1400 E 9<sup>th</sup> Street, Rochester, IN 46945**

Contact Phone #: (574) 224-1130  
Test Requirements: Must have a Doctors order and be symptomatic. Surgery prescreening.  
Scheduling: No appointment necessary  
Hours: Daily between 8:00 am and 7:00 pm.  
Payment Options: Billed through insurance  
Note: Park in a designated COVID-19 testing spot located at the back of hospital by the ambulance bay of the Emergency department. Remain in vehicle and call 574-224-1130.

**Woodlawn Specialty Clinic – St. Rd. 25, Rochester, IN 46945**

Contact Phone #:

Test Requirements:

Scheduling:

Hours:

Available to anyone.

No appointment required.

Monday, Tuesday, Friday from 10:00 am to 6:00 pm,  
Wednesdays from 9:00 am to 12:00 pm (noon),  
Saturdays from 8:00 am to 12:00 pm (noon), closed  
Thursdays and Sundays

Payment Options:

Free to anyone.

Note: Testing will take place as a drive-up (stay in the vehicle while tested). No one under the age of 2. Minors need to be accompanied by a consenting parent or guardian

**Howard County**

**ISDH/Optum Test Site – 721 W Superior Street, Kokomo, IN 46901**

Contact Phone #:

(888) 634-1116

Testing Requirements: None; open to anyone age one and older living in Indiana.

Scheduling:

Preregister encouraged at

<https://lhi.care/covidtesting>.

Walk in's welcome.

Hours:

Monday-

Friday 8:00 am to 8:00 pm

Payment Options:

At no cost to Indiana resident

**Marshall County**

**Saint Joseph Health System Lifeplex Testing Site – 2855 Miller Drive, Plymouth, IN 46563**

Contact Phone #:

(574) 335-8560

Requirements to be tested:

None listed

Scheduling:

On-line registration at <https://lhi.care/covidtesting>. By appointment with pre-screening for COVID-19 symptoms.

Hours:

Daily 7:00 am to 2:30 pm.

Payment:

Billed through insurance, no co

-pay.

Note: This is a drive through screening. Instructions provided when scheduling appointment.



**Miami County**

**Dukes Health System LLC – 275 West Twelfth Street, Peru, IN 46970**

Contact Phone #: (765) 475-8942

Requirements to be tested: Must have a Doctors order and be symptomatic.  
Surgery prescreening.

Scheduling: By appointment at phone (765)  
475-8942

Hours: Monday  
through Friday from 10:00 am to 1:00 pm

Payment: Billed through insurance

Note: This is a drive through screening. Instructions provided when scheduling  
appointment.

**ISDH/Optum Test Site – 77 German Street, Peru, IN 46970**

Contact Phone #: (888) 634-1116

Requirements to be tested: None

Scheduling: Preregister encouraged at  
<https://lhi.care/covidtesting>.

Walk in's welcome.

Hours: Monday--  
Friday 8:00 am to 8:00 pm

Payment Options: At no cost to Indiana resident

**Miami County Health Department – Located inside the Boulevard entrance at  
Dukes Hospital – 275 West Twelfth Street, Peru, IN 46970**

Contact Phone #: (765) 473-0283

Requirements to be tested: Miami County resident without a doctor's note

Scheduling: Walk-ins welcome

Hours: Monday,  
Wednesday, and Friday 9:00 am to 3 pm

Tuesday and  
Thursday 2:00 pm to 8:00 pm

Saturday 9:00  
am to 2:00 pm

Payment Options: At no cost to Indiana resident



### **Pulaski County**

#### **Pulaski Memorial Hospital – 616 E 13<sup>th</sup> Street, Winamac, IN 46996**

Contact Phone #: (574) 946-2193

Requirements to be tested: By Doctor order only after initial screening.

5749460737

Scheduling: Will be contacted by Hospital testing staff to schedule.

Hours: Monday, Wednesday, and Friday from 8:00 am to 11:00 am

Payment Options: Billed through insurance

Note: Drive in under the awning at the ambulance bay, stay in your car.

### **Tippecanoe County**

#### **ISDH/Optum Test Site – West Lafayette City Hall, 1200 N Salisbury Street, West Lafayette, IN**

Contact Phone #: (888) 634-1116

Requirements to be tested: None

Scheduling: Preregister encouraged at

<https://lhi.care/covidtesting>.

Appointment preferred.

Hours: Monday through Friday 8:00 am to 8:00 pm

Payment Options: At no cost to Indiana resident

#### **IU Health Lafayette Remote Specimen Collection – 2600 Greenbush Street, Lafayette, IN 47904**

Contact Phone #: (317) 962-2000 (Ask to be transferred to Virtual Screening Hub)

Requirements: By IU Health Doctors order only.

Scheduling: By appointment at phone (317) 962-2000

Hours: Monday through Friday 9:00 am to 2:45 pm  
Saturday and Sunday 9:00 am to 12:45 pm

Payment Options: Billed through insurance

Note: This is a drive through screening. Instructions provided when scheduling appointment.

#### **St. Franciscan – 1701 Creasy Lane, Lafayette, IN 47905**

Contact Phone #: (765) 502-4000

Requirements: Must have a Doctors order and be symptomatic.

Scheduling: By appointment at phone (765) 502-4000

Hours: Monday through Friday 8:00 am to 6:30 pm

Saturday 8:00 am to 12:00 pm

Payment Options: Billed through insurance

Note: This is a drive through screening. Instructions provided when scheduling appointment.

# KRONOS

While there have been bumps along the way, Logansport State Hospital has adjusted well to the implementation of the Kronos time management system. After seven weeks, most employees report using the mobile app is the most convenient way to punch in and out of work each day, and to request time off.

I am aware of some misinformation about downloading the Kronos Mobile Apps. **The Kronos mobile app is available for both Apple and Android phone operating systems.** To help anyone wanting to download and use the Kronos mobile app, below are links to installing the app and an app user guide. The Kronos Workforce Central webpage from FSSA's Hub can also help answer many questions about the Kronos system, and its link is also below.

Please continue to let me know if you are experiencing issues on a regular basis. I do report them to FSSA Payroll. For specific questions, you may also email FSSA Payroll directly at [FSSAPayroll.FSSA@fssa.IN.gov](mailto:FSSAPayroll.FSSA@fssa.IN.gov). The FSSA payroll team is doing a fantastic job of responding to issues in a timely manner.

## KRONOS LINKS:

Kronos Mobile App Install: [https://www.in.gov/fssa/thehub/files/Job\\_Aid\\_Kronos\\_Mobile\\_App\\_Install.pdf](https://www.in.gov/fssa/thehub/files/Job_Aid_Kronos_Mobile_App_Install.pdf)

Kronos for Mobile User Guide: [https://www.in.gov/fssa/thehub/files/Job\\_Aid\\_SOI\\_Kronos\\_for\\_Mobile\\_Emp.pdf](https://www.in.gov/fssa/thehub/files/Job_Aid_SOI_Kronos_for_Mobile_Emp.pdf)

Kronos Workforce Central: <https://www.in.gov/fssa/thehub/3464.htm>

**Mike Busch**  
Program Director  
Logansport State Hospital

# Longcliff Museum - What's New?

## Longcliff Museum Art-'n-facts

### Friendship Garden

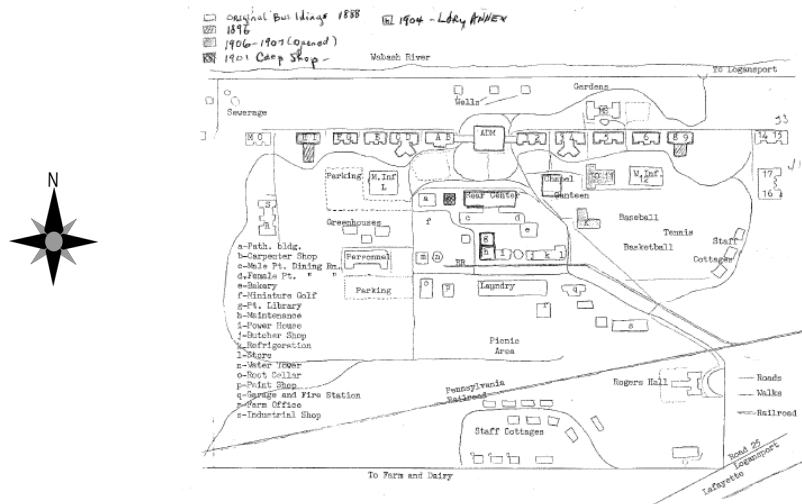
"Many of you who are ill are going to be cured," Gov. Harold Handley told the large group of Logansport State Hospital patients who attended the dedication of the beautiful new Friendship Garden in front of the R and S ward building at Longcliff Friday morning. Governor Handley pointed out the therapeutic value of flowers and complimented the state hospital staff, the patients, and the Mental Health associations whose cooperation made the Friendship Garden possible. Logansport Pharos Tribune (June 10, 1960)



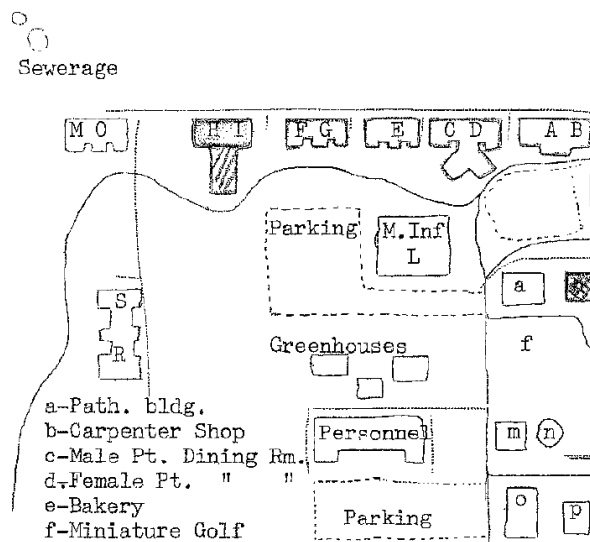
June 10, 1960, Dedication of Friendship Garden. Dignitaries inspect the Koi Pond: Governor Harold Handley (center); Dr. Ernest Fogel, Logansport State Hospital Superintendent (left); Dr. John Southworth, Deputy Commissioner of Mental Health (right). Note the older style water tower in the background.



The kidney shaped Koi pond had shade part of the day to keep the fish cool and to keep down the algae.



Wabash River



The Friendship Garden was directly in front of the ramp in the center, east of the R & S Building. The R & S Building, built in 1938, was later known as Brown Unit, then ATUM, Admissions Treatment Unit-Men. Today this same building is used by the Logansport Juvenile Correctional Facility and is directly behind the patio for Larson 1 South and Larson 1 North. The old water tower which stood from 1932-1967, is marked on this map as "n" and located slightly southeast of where our current water tower stands.





The ramp marked the center of the R & S Building. Beyond the sidewalk, there were benches with pergolas for shade. Patients could watch the fish and enjoy the flowers. Groups were held outdoors with tables for that could be used for games.



## The Friendship Garden

By Ernest J. Fogel, M.D., *Superintendent*  
*Logansport State Hospital*  
*Logansport, Indiana*

*Few of us fail to profit from spending leisurely hours in the out-of-doors. Like beautiful music, the sight of sky, trees, grass, and flowers soothes us inexplicably and helps us to return, refreshed, to our individual routines. At Logansport State Hospital, this is borne out by evidence of the therapeutic benefits our regressed senile patients derive from a garden we designed especially for them.*

*Since June 1960, 200 of these patients have had the regular pleasure of leaving their wards in good weather to enjoy the attractive lawn furniture, flowers, shrubbery, fish pond, and fountain in the garden. Friendship Garden, as it is called, is more than a bit of improved landscape; it represents our attempt to penetrate the isolation of senile psychotics, broaden their mental horizons, and counteract many of their reactions that defy usual forms of therapy.*



*In a hospital setting, the regressed senile is a serious problem. His regression is often speeded up by cerebral trauma or a series of physical and psychological disturbances. His history usually discloses many years of alternating lucidity with fixed and rigid attitudes gradually leading to varying degrees of established disorientation. As psychosis develops, the senile tends to isolate himself—a state in which communication is lost and only fantasy can thrive. At best, he passively accepts participation in activities, many of which only increase his reaction formations and heighten his anxiety and restlessness.*

*The Logansport staff, understanding these problems, explored possibilities for an over-all program that would be acceptable to most of the seriously regressed patients, both male and female. We knew that the program would have to be varied but sedentary, and conducted in a quiet, relaxed atmosphere. As a result, we created Friendship Garden. Our plans for this spectacular formal garden required the experienced counsel of a landscape architect. We obtained one, and by using patients to assist our regular maintenance force with the labor, we completed the garden at a total cost of \$3,000.*

*We designed the garden so that the brick pavilion, which extends over most of the area, provides many shaded spots for group relaxation as well as for individual privacy. It lends itself to mixed social recreation, such as meals and snacks, singing, croquet, and other activities which are appropriate for aged patients. Some patients merely sit quietly and enjoy the sights and sounds around them; others walk about, feed the fish and birds or visit with their friends and families.*

Source: Psychiatric Services, v12 n8 (August 1961): 28-29

Despite threatening weather, a record crowd of more than 3,000 persons attended the annual Logansport State Hospital Open House Sunday from 11 a.m. to 4 p.m. Several chartered busses were among the vehicles bringing visitors from the 21 counties in the state hospital district. More than 2,600 visitors went on the 60 guided tours conducted during the day by Longcliff Employees. Great interest was also shown in the newly opened Friendship Garden..

One of the highlights of the open house was the miniature display in the Longcliff Chapel of all phases of the state hospital activities centered around the "Therapeutic Community."

The civil defense police assisted by directing traffic. The Cass County Mental Health Association had a booth near the administration building urging support for the proposed Guidance Center for the county.

Logansport Pharos-Tribune (June 13, 1960) p. 1.





In 1968 the Unit System relocated many geriatric patients to Gray 6 & 7 and to the M-S Medical –Surgical/Lynch Building. The Friendship Garden was still used for picnic space and for groups for other units. Morning glories and other flowers would fill in the trellises, providing shade and fragrance and a space to rest. The Greenhouse was used to keep the koi fish from freezing in the winter. The Greenhouse was removed to make way for the new Dietary Building in 1980. Patients who had fishing trips would sometimes bring back catfish and put them in the pond. In the winter they had to be removed and some of those catfish would find their way into a frying pan. Construction on a new, 364 bed facility started in October 1990, bringing an end to the Friendship Garden. We honor the spirit of the Friendship Garden which lives on today in our gardening, cooking, social skills and transitional care classes!





**We're rolling out the virtual red carpet for you!**

As a Hoosier S.T.A.R.T. VIP, you're invited to attend these special online events. Your Retirement Plan Advisors are here to help you understand the resources available to you and how to use them to help prepare for your retirement.

Each session is scheduled for an hour and includes a 30-minute presentation and time for questions and answers. Please register prior to the call to ensure you have the login information ahead of the meeting. You are welcome to attend multiple events.

**Connecting with Your Hoosier S.T.A.R.T. Representative** Hosted by Jonathan Feola  
Thursday, November 19 at 12:30 p.m. ET – [Register now!](#)

**I'm New to the Workforce – Why is Hoosier S.T.A.R.T. Important?** Hosted by Matt Bates  
Wednesday, December 9 at 10 a.m. ET – [Register now!](#)

If you are unable to attend an online meeting, you can [sign up for a 1:1 virtual or phone appointment](#) with your Retirement Plan Advisor at a time that works for you.

Let's talk about your financial future.  
[Schedule a consultation](#) with me today

**Matthew D. Bates** CFP® | Retirement Plan Advisor | Government Markets  
**Empower Retirement** | Hoosier S.T.A.R.T.

101 West Ohio Street Suite 760 | Indianapolis, IN 46204  
317-385-8050 cell | [Matthew.Bates@empower-retirement.com](mailto:Matthew.Bates@empower-retirement.com)  
[www.hoosierstart.empower-retirement.com](http://www.hoosierstart.empower-retirement.com) | [www.empower-retirement.com](http://www.empower-retirement.com)

For important disclosures and product information, [click here](#).



# 2021 Benefits Open Enrollment



**Your plan, your choice.  
Enroll today.**

**Oct. 28 - Nov. 18**

Deadline is Wednesday,  
Nov. 18 by noon EST

[www.in.gov/spd/OpenEnrollment](http://www.in.gov/spd/OpenEnrollment)

## Welcome to 2021 Open Enrollment!

**Open Enrollment begins Oct. 28 and ends Nov. 18 at noon EST.**

Open enrollment season has arrived! The pandemic has caused us all to change in good and sometimes uncomfortable ways. This time has given us the opportunity to assess our lives and how we are caring for our family. Open Enrollment is your chance to review all the plan offerings and choose the options that work best for you and your family. Whether this is your first open enrollment or your 40<sup>th</sup>, the best way to get started is to learn what options are available.

### Exciting News – Rates will remain flat and the Dental benefit is improving!

The Indiana State Personnel Department is excited to announce no rate increases for the second year in a row. You heard that right. All plan premiums will be the same for 2021 including the State's contribution amount to the Health Savings Account (HSA). This means that if you stay in your current plan, with the same tobacco and wellness incentive in 2021, your bi-weekly premiums will not change. With this crazy year, isn't it nice that something is staying the same?

Not only will premiums remain the same, but there is an enhancement to the Dental plan. Beginning January 1, composite (white) resin fillings for back teeth will change from non-covered to covered at 80% at in-network dentists. With this enhanced benefit, you will no longer be responsible for paying the difference in cost between the silver and white filling, which will save you money and keep your family smiling.

### Benefit Highlights for 2021

- No premium changes.
- No changes to medical plan deductibles, out-of-pocket maximums, or co-insurance amounts.

- No changes to the Wellness Premium Discount amount for those who qualified. The discount can be taken off any medical plan selected.
  - o Single coverage discount is \$374.44 annually.
  - o Family coverage discount is \$1,123.20 annually.
- The State will continue to fund 45% of the deductible to a Health Savings Account (HSA) for CDHP1 and CDHP2 plan options.
- Maximum HSA contribution limits will be increasing to \$3,600 for single coverage and \$7,200 for family coverage.
- Medical Flexible Spending Account contribution limit will increase to \$2,750.
- Composite (white) fillings will be covered at 80% for all teeth at in-network dentists.

With an HSA	Single			Family		
	CDHP 1	CDHP 2	Traditional	CDHP 1	CDHP 2	Traditional
Annual Employee Premium	\$879.84	\$1,219.40	\$2,584.40	\$2,698.80	\$3,940.04	\$8,830.64
Maximum Out-of-Pocket Cost	\$4,000	\$3,000	\$2,500	\$8,000	\$6,000	\$5,000
State Paid HSA Contribution	(\$1,124.76)	(\$787.80)	N/A	(\$2,249.52)	(\$1,575.60)	N/A
Total Exposure	\$3,755.08	\$3,431.60	\$5,084.40	\$8,449.28	\$8,364.44	\$13,830.64
Without an HSA	Single			Family		
	CDHP 1	CDHP 2	Traditional	CDHP 1	CDHP 2	Traditional
Annual Employee Premium	\$879.84	\$1,219.40	\$2,584.40	\$2,698.80	\$3,940.04	\$8,830.64
Maximum Out-of-Pocket Cost	\$4,000	\$3,000	\$2,500	\$8,000	\$6,000	\$5,000
Total Exposure	\$4,879.84	\$4,219.40	\$5,084.40	\$10,698.80	\$9,940.04	\$13,830.64

#### Wellness Incentive Rates

With an HSA	Single			Family		
	CDHP 1	CDHP 2	Traditional	CDHP 1	CDHP 2	Traditional
Annual Employee Premium	\$505.44	\$845.00	\$2,210.00	\$1,575.60	\$2,816.84	\$7,707.44
Maximum Out-of-Pocket Cost	\$4,000	\$3,000	\$2,500	\$8,000	\$6,000	\$5,000
State Paid HSA Contribution	(1,124.76)	(787.80)	N/A	(2,249.52)	(1,575.60)	N/A
Total Exposure	\$3,380.68	\$3,057.20	\$4,710.00	\$7,326.08	\$7,241.24	\$12,707.44
Without an HSA	Single			Family		
	CDHP 1	CDHP 2	Traditional	CDHP 1	CDHP 2	Traditional
Annual Employee Premium	\$505.44	\$845.00	\$2,210.00	\$1,575.60	\$2,816.84	\$7,707.44
Maximum Out-of-Pocket Cost	\$4,000	\$3,000	\$2,500	\$8,000	\$6,000	\$5,000
Total Exposure	\$4,505.44	\$3,845.00	\$4,710.00	\$9,575.60	\$8,816.84	\$12,707.44

- A) Examples assume employee takes advantage of the Non-Tobacco Use Incentive  
 B) Examples assume costs are incurred within the Anthem provider network

### Are you taking advantage of all that your benefits have to offer?

There are many tools and programs wrapped into your benefits package to help lower your costs and provide greater access to care. Here are just a few examples:

- **LiveHealth Online:** Plan members receive 24/7 access to board-certified physicians using their smartphone, tablet, or computer with a webcam. Visits for acute care are just \$59. This is a substantial cost savings over acute care visits at other care facilities.
- **Behavioral Health Services:** The Anthem Employee Assistance Program (EAP) is available 24/7 via phone or website. EAP counselors can refer callers to community resources and face-to-face or telephonic counseling for a variety of life stressors. Eight (8) FREE face-to-face counseling sessions are available per issue with a licensed therapist to all full-time state employees, whether the employee is a part of the state benefits program or not. These services are also available for the employee's dependents and others living in the household.
- **Anthem Care & Cost Finder:** The Anthem Care & Cost Finder tool can help you find the right balance between cost and quality before you make an appointment or schedule a procedure. You can search provider and facility pricing on 400 of the most common medical procedures. It is integrated with your benefits, so you get a true cost estimate.
- **Sydney Health App:** Anthem's Sydney Health app puts your plan in the palm of your hand. Access your ID card, chat with an Anthem Health Guide, search the Cost & Care finder, or check your claims including your progress toward your deductible. Download the Sydney Health app today and log in using your same ID and password you use to log in to your online Anthem account.
- **24/7 NurseLine:** The NurseLine provides anytime, toll-free access to nurses for answers to general health questions and guidance with health concerns. Using NurseLine, you can lower your health care costs by finding the most appropriate level of care.
- **Anthem Health Guide:** Customer service is redefined with Anthem Health Guide. Health Guides work closely with health care professionals to provide personalized and consultative support. They can help you connect with the right benefits and programs, stay on top of your follow-up and preventative care with reminders, compare costs for health care services, and answer questions about your claims and covered service.
- **Benefits Hotline:** Benefits Specialists at the Indiana State Personnel Department's Benefits Hotline are available to help employees navigate benefit options and answer any questions regarding Open Enrollment.

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### Wellness – alive and well

Wellness doesn't stop just because the premium discount deadline has passed. In addition to all the great resources listed above, the ActiveHealth health coaches are a great resource all year round. Don't put off feeling better because you aren't sure where to start or lose momentum if you are already working with a coach. Whether you are looking to tweak some things or do a complete overhaul, a health coach can create a personalized plan for you. Health coaches can help you create an at home exercise plan, recommend food swaps, and give you stress management tips.

Employees on the health plan can get started with ActiveHealth today by logging on to [www.myactivehealth.com/stateofindiana](http://www.myactivehealth.com/stateofindiana). While you are there, make sure to take the health assessment by November 30 to earn a \$50 e-gift card.

Watch your inbox in January for an announcement with the 2021 ActiveHealth e-gift card opportunities and the 2022 Premium Discount options.

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### Steps to Prepare for Open Enrollment

1. Visit [in.gov/spd/openenrollment](http://in.gov/spd/openenrollment) to review your plan options.
2. Visit [InvestInYourHealthIndiana.com](http://InvestInYourHealthIndiana.com) to see all of the resources the State of Indiana offers to help proactively manage your health.
3. Log in to Anthem.com or the Sydney Health app to estimate your medical expenses next year.
4. Log in to CVS Caremark's website and look at your pharmaceutical claims ([caremark.com](http://caremark.com)).
5. Read and analyze all the information available to you and attend carrier fairs and information sessions – in order to become a well-informed healthcare consumer. If you plan to take advantage of the meetings or webinars, make sure you first get your supervisor's approval. These events are usually allowed on state time.
6. Ask questions if you don't understand. Call or email the Benefits Hotline to talk with a Benefits Specialist at 317-232-1167, toll-free at 877-248-0007, or [SPDBenefits@spd.in.gov](mailto:SPDBenefits@spd.in.gov)

This information applies to state employees eligible for benefits and does not apply to conservation officers, excise officers, Indiana State Police plan participants, temporary employees or contractors.





# We are redefining our culture with Core Value Competencies

Core Value Competencies represent the beliefs and ideals of our organization.

Like our former statewide competencies (Job Knowledge, Customer Service, and Teamwork), the new Statewide and Supervisor Competencies outline **expectations that align with delivering good government service to our citizens and promoting a learning culture for our staff.**

The competency framework has been improved to redefine our culture and identify successful talent. Read below to learn how you can use this new framework to achieve success and develop your skillset.

## Redefining the culture with Core Value Competencies

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### EMPLOYEES

ALL state employees are expected to successfully exhibit the following *Statewide Competencies*:

- Meeting Basic Work Expectations
- Serving Customers

Statewide Competencies are embedded on the Performance Appraisal and any assessment form launched in SuccessFactors.

### MANAGERS

ALL managers and supervisors are expected to successfully exhibit the following *Supervisor Competencies*:

- Developing Talent
- Managing Performance

Supervisor Competencies can be found on the Job Profile or be assigned via Goal Plan.

## Identifying successful talent with Role-assigned Competencies

Role-assigned Competencies represent the knowledge, skills, abilities, and behaviors that enable successful performance for individuals in the same role (or job code). INSPD has created a process using feedback collected from highly successful employees and managers to assign a set of role-specific competencies. Now with SuccessFactors, talent can be consistently recruited, trained, evaluated, developed, and promoted across state agencies using the same job criteria. Further, managers may use this information to create a personalized career journey and employee experience.

You can find your Role-assigned Competencies by reviewing your Job Profile.

- Log into SAP SuccessFactors
- Select the tile labeled **My Profile** (under My Info)
- Under the Personal Information section, click **show more** to expand the box
- Click on your **Job Code Title** (hyperlinked) to open your Job Profile
- Scroll towards the bottom of the Job Profile to review the competency section
- Click **I'm done** to close the Job Profile

# HUB Mobile

Team FSSA,

Hub Mobile allows you receive announcements about life at FSSA and other important employee information on your phone. It's easy to sign up—and we promise we won't bombard you with text messages!

By texting **GET HUB to 468311**, you will be able to receive staff-related news and reminders in a simple text. Some messages may include a link to more information. Hub Mobile is entirely voluntary and you may opt-out at any time by texting GET STOP to 468311.

Hub Mobile is another tool designed to help staff stay up-to-date with important FSSA employee news and announcements. Examples of information sent out through Hub Mobile include:

- Timesheet changes
- Holiday schedules
- All-staff meetings
- Important program alerts
- Emergency messages

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**Sneaky**



**Snaps!**



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Photo Submitted

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Pictured L-R from Materiel Management, Mitch Eldridge, Kim Fowler, and Duane Brubaker all posing by the Marquee sign during Material Management Week!  
Thank you three, for all that you do!

Lookout for Darrin and his camera,  
you could be next!

# Culinary Corner

## Hearty Vegetable Soup

### Ingredients

- 101 1 tablespoon olive oil
- 101 8 medium carrots, sliced
- 101 2 large onions, chopped
- 101 4 celery ribs, chopped
- 101 1 large green pepper, seeded and chopped
- 101 1 garlic clove, minced
- 101 2 cups chopped cabbage
- 101 2 cups frozen cut green beans (about 8 ounces)
- 101 2 cups frozen peas (about 8 ounces)
- 101 1 cup frozen corn (about 5 ounces)
- 101 1 can (15 ounces) garbanzo beans or chickpeas, rinsed and drained
- 101 1 bay leaf
- 101 2 teaspoons chicken bouillon granules
- 101 1-1/2 teaspoons dried parsley flakes
- 101 1 teaspoon salt
- 101 1 teaspoon dried marjoram
- 101 1 teaspoon dried thyme
- 101 1/2 teaspoon dried basil
- 101 1/4 teaspoon pepper
- 101 4 cups water



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### Directions

- In a stockpot, heat oil over medium-high heat; sauté carrots, onions, celery and green pepper until crisp-tender. Add garlic; cook and stir 1 minute. Stir in remaining ingredients; bring to a boil.
- Reduce heat; simmer, covered, until vegetables are tender, 1 to 1-1/2 hours. Remove bay leaf.

*tasteofhome.com*

## Who Am I?

Can you guess who is posing behind the smiley face, pictured below? If you can, call Darrin Monroe at #3803 or e-mail Darrin at [darrin.monroe@fssa.in.gov](mailto:darrin.monroe@fssa.in.gov) by November 25, 2020.

Employees' with correct answers will have their names put into a drawing, sponsored by the EMBRACE Committee, for a chance to win a free, five dollar Mr. Happy Burger gift certificate.

*Winner Will Be Announced In  
The Next Spectrum.*



Tom Frank



Congratulations to Greg Wengert for guessing Tom Frank pictured as the last Who Am I. Be on the lookout for Darrin, you could be captured as the next "Who Am I?"

If you have a picture of an employee and would love to have a little fun with it, call Darrin Monroe at # 3803.