



The Torch

The official newsletter for Indiana state employees

Governor Pence names Cynthia Carrasco Inspector General of Indiana

On Jan. 6, Governor Mike Pence named Cynthia Carrasco as Inspector General of Indiana, effective Sunday, January 11.

“The foundation of any good government is maintaining accountability to the people it serves,” said Governor Pence. “With her extensive background in ethics and proven leadership abilities, Cynthia Carrasco is the right person at the right time to continue the progress we have made as a state and advance an accountable and transparent government as good as our people. I appreciate her willingness to lead and believe she will serve Hoosiers well as Indiana’s Inspector General.”



Since 2007, Carrasco has served as Executive Director for the Office of the Inspector General and the Indiana State Ethics Commission. In this role, she was responsible for managing all staff including legal, investigative and administrative employees as well as directing and coordinating activities of the State Ethics Commission. Active within her community, Carrasco serves as a member of Board of Overseers for Indiana University’s Tobias Center for Leadership Excellence, treasurer of the Indiana University Latino Alumni Association, and a board member of the IU Health Patient and Family Advisory Council.

Carrasco, of Marion County, earned her undergraduate degree from the University of Texas at El Paso and her law degree from the Indiana University Robert H. McKinney School of Law. She replaces David Thomas, Indiana’s first Inspector General who served in the role for nearly ten years.

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

Got a story?

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

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Discount tickets available for Indy Boat, Sport & Travel Show

The Ford 61st Annual Indianapolis Boat, Sport & Travel Show, coming to the Indiana State Fairgrounds February 20 - March 1, 2015, is the largest indoor event in Indiana and is the biggest sports show in the nation! The Boat, Sport & Travel Show is also the leading showplace for everything innovative in the outdoor sports and recreation marketplace. There are hundreds of exhibitors and demonstrations as well as numerous special events scattered throughout the fairgrounds that will entertain everyone. Some of this year's features include the Lumberjills - Chics with Axes, Alpha K9 U Dock Diving Dogs, Rail Jam - Wakeboarding (February 20 - 22 only), Tackle Town U.S.A., boats, RVs, ATVs, Travel & Tourism information at the NEW Travel Cafe, Fishing Seminars from Bass to Walleye and much more! Regardless of whether you are searching for the latest tackle, comparing prices on boats and RV's, or simply making plans for the ultimate vacation, the Ford 61st Annual



Indianapolis Boat, Sport & Travel Show will leave a lasting impression on everybody that attends.

The 24th Annual Indiana Motorcycle Exposition, February 20 - 22, 2015, is also part of the Indianapolis Boat, Sport & Travel Show. This show provides a wide variety of deals on motorcycles, all-terrain vehicles, accessories and apparel. You won't want to miss the Biker's Showcase Custom Bike Contest, the International Bikini Team or the Pioneers of Hoosier Motorcycling!

The 18th Annual Indiana Deer, Turkey & Waterfowl Exposition, February 26 -

March 1, 2015, will once again be part of the Indianapolis Boat, Sport & Travel Show. This show features the Hoosier Record Book Trophy Deer Display, Deer Scoring, Indoor Archery Range, Gun Dog Demonstrations, Hunting Seminars from the pros, and much more!

Come February 20 - 22 or February 26 - March 1 and get two shows for the price of one! Your ticket for the Ford 61st Annual Indianapolis Boat, Sport & Travel Show also gets you in to the 24th Annual Indiana Motorcycle Expo on February 20 - 22 or the 18th Annual Indiana Deer, Turkey & Waterfowl Expo on February 26 - March 1!

Go to Indysportshow.com for show hours more details.

BUY NOW

[Click here for the promo code](#)

2015 Historic Preservation Photo contest is this April

The Indiana Division of Historic Preservation and Archaeology (DHPA) is sponsoring its 11th annual Historic Preservation Month Photo Contest in 2015. Rules are pretty simple: Is it in Indiana? Is it at least 50 years old? If the answer is "yes" to both questions, then go take a picture and send it in. Photos can be color or black and white and should be printed 8x10 and matted with white or cream matte board. Limit of three entries per person.

Deadline is Friday, April 3, 2015. For guidelines and registration form, go to [the website](#). If you have any questions, please contact [Amy Borland](#).



On January 27, Governor Mike Pence announces that the State has received approval from the federal government to use an updated version of the consumer-driven Healthy Indiana Plan known as HIP 2.0 instead of Medicaid to offer access to quality health care to 350,000 uninsured Hoosiers. The Family and Social Services Administration (FSSA) began taking applications and coverage started February 1. To see more photos, visit in.gov/gov/2387.htm.

How can you qualify to Upgrade to the 2016 Wellness CDHP?

The State of Indiana is again offering a way to upgrade your health plan during Open Enrollment this fall. Similar to last year, the Wellness Consumer Driven Health Plan (CDHP) offers lower premiums to those who qualify. To qualify for the Wellness CDHP upgrade, employees must be covered by a State medical plan, provided by the State Personnel Department; and must enroll in HumanaVitality® and attain Silver Status within the program before **August 31, 2015**.

HumanaVitality® is an incentive-based wellness portal that empowers you to invest in your health. HumanaVitality® is available to employees, and their covered dependents, enrolled in a medical plan offered through the State Personnel Department.



The quickest path to Silver Status within the program is completing the:

- **Health Assessment**, a confidential assessment that helps you to identify health risks, as well as giving you the opportunity to create a plan to address potential risks.
- **Vitality Check** with your primary care physician or attending one of many free screening events happening around the state in coming months. These numbers are kept confidential from your employer.
- **Action Items** recommended within HumanaVitality® to take charge of your health. These items (customized for each participant) have different point totals and enough points must be earned to attain Silver Status (or higher).

Our goal is to provide you with tools and programs that assist you in improving your overall health and well-being.

If you have specific questions about the 2016 Wellness CDHP call or e-mail a Benefits Specialist in State Personnel:

- 232-1167 (within Indianapolis)
- Toll free 1-877-248-0007 (outside the 317 area code)
- Email: SPDBenefits@spd.in.gov



Artwork by Jerry Williams

Use personal email for HumanaVitality

The State has recently debuted HumanaVitality®, an incentive-based wellness program that empowers you with the tools necessary to reach your optimal health. By participating in health-related activities that can be tracked and measured, such as taking wellness classes, exercising and getting regular check-ups and screenings, members earn Vitality Points which are used to determine Vitality Status™. Members also earn a Vitality Buck for every Vitality point earned, which can be redeemed for products, services and discounts with preferred partners.

When registering for HumanaVitality®, you are asked for your Humana Member ID (or Social Security Number), birthday and home zip code. You are also asked to enter your e-mail address and create a username and password.

The e-mail address you input is the primary means for HumanaVitality® to contact you. Because health recommendations or personalized communications may be sent from HumanaVitality®, you are strongly encouraged to use a personal e-mail address instead of your state-issued employee e-mail address.

If you don't currently have a personal e-mail address, free account options are available at yahoo.com or gmail.com.

For additional information about HumanaVitality, please visit investinyourhealthindiana.com/humana.

Begin your 2015 wellness journey by registering with Humana Vitality

HumanaVitality®, an incentive based wellness program, empowers members with the tools necessary to reach their optimal health. By participating in health-related activities that can be tracked and measured, such as taking wellness classes, exercising and getting regular medical check-ups and screenings, members earn Vitality Points which are used to determine their Vitality Status™. Members earn a Vitality Buck for every Vitality Point earned, which they can redeem for products, services and discounts with HumanaVitality’s preferred partners, within the Vitality Mall. HumanaVitality® is available to employees, and their covered dependents, enrolled in a medical plan offered through the State Personnel Department.

Activating your membership is simple! Visit www.humanavitality.com/InvestInYourHealth and follow these steps:

1. Click the green “sign in or register” button and then “register now as a new user” link.
2. Click “Get Started” button.
3. Under the green Registration heading, there are three tabs. Choose the far right tab titled “All other members”. If you do not have your Humana ID card yet, you will need to enter your birth date and social security number to finish the registration.
4. You can also set up your account by downloading the HumanaVitality® mobile app from your mobile device app store.

Welcome packets are arriving to your home address soon and include more information and your

Humana ID cards. Upon registration, you are prompted to complete the HumanaVitality® Health Assessment the first time you log into your account. Just complete the HumanaVitality® Health Assessment and you’re ready to begin.



While this program is user-friendly and motivational, it is still a new program that users must learn to navigate. Below are some Frequently Asked Questions (FAQs) about this program:

What is a Vitality Status? Your Vitality Status™ is based upon the number of points you and your covered dependents earn for completing goals and activities. The Vitality Status™ applies to your entire family enrolled in the plan. The more Vitality Points™ you earn, the greater the Vitality Status™ you will achieve. There are five Vitality Status levels – Blue, Bronze, Silver, Gold and Platinum. You begin at Blue Status and once you complete your Health Assessment you move to Bronze.

Are there other ways to engage in HumanaVitality if a medical condition or disability prohibits me from participating in certain activities or achieving recommended goals in the program? If it is unreasonably difficult due to a medical condition for you to achieve the standards for the rewards under the HumanaVitality® program, or if it is medically inadvisable for you to attempt to achieve the standards for the rewards under this program,

please call Humana’s Customer Care phone number on the back of your HumanaVitality® ID card and they will work with you to develop another way to qualify for the reward.

Why is my Vitality Mall purchase being taxed? In accordance with IRS Publication 15-B, Vitality Bucks purchases in the Vitality Mall are considered taxable fringe benefits that are included on the employee’s W-2 and subject to Federal tax withholdings, as well as Social Security and Medicare taxes.

What if the gym I belong to is not on the list? On the HumanaVitality® portal, you may search for health clubs in your area. Simply click on “Get Healthy” – Fitness & Exercise and then scroll down to “Find a participating Health Club.” Once you enter a zip code, the site lists participating health clubs. If your particular health club is within the portal already, you select “Earn Vitality Points™ at this club.” If you do not see your health club, please feel free to click on “Recommend a health club” and Humana contacts that health club in regards to participating in HumanaVitality®. At that point, it is up to the discretion of the health club.

- [Click here to see read more FAQs.](#)

If you have any trouble registering, please call the Humana Customer Care at **1-800-708-1105**.

For additional information on other Invest in Your Health programs, visit www.InvestInYourHealthIndiana.com.

Earning points for physical activity, fitness within HumanaVitality®

When you log in to the HumanaVitality® program, you will notice that it is centered on verifiable data and activity. That means instead of you manually tracking and inputting workouts and measurements, these are automatically updated once you complete a workout or a screening. This allows for a personal path that helps you achieve your wellness goals while earning points and rewards along the way.

You can earn up to a maximum of 8,300 Vitality Points per covered adult member per year under the fitness category. Adult participants can earn 18,105 points per year when engaging in all activity categories.

Each Verified Workout is worth 15 points daily and adds up to 5,475 points per program year. Workouts include walking 10,000 steps in one day with a fitness device or mobile app; working out at 60 percent of max heart rate for 30 minutes using a compatible heart rate monitor; burning 200 calories in a single workout using a compatible mobile app such as Runkeeper, or visiting a registered health club. (In order to earn Vitality Points through your health club, you must connect your membership and enroll in gym visit reporting with HumanaVitality®).

HumanaVitality® is compatible with a wide range of physical activity monitoring devices. HumanaVitality® also has its own devices that may be purchased in the Vitality Mall with a small amount of Vitality Bucks, which you earn for completing activities in the portal.



For a complete list of compatible devices, please visit this link: [Humana Approved Devices](#).

First Verified Workout is worth 15 points weekly and adds up to 780 points per program year. This is a bonus one time per week for a verified workout (as defined above); either through a registered fitness device or heart rate monitor, mobile app or registered health club.

Five Verified Workouts per week is worth 40 points weekly and adds up to 2,080 points per program year. Earn a bonus one time per week for logging five (5) Verified Workouts, either through a registered fitness device or heart rate monitor, mobile app, or registered health club.

Sports League participation is worth 350 points. Submit a form of participation on HumanaVitality® portal or mobile app.

Verified Athletic Events are categorized in three levels: Level 1

(ex. 5k) worth 250 points, Level 2 (ex. 10k) worth 350 points, Level 3 (ex. ½ marathon) worth 500 points. Submit a form of participation on HumanaVitality® portal or mobile app.

Physical activity isn't the only way to earn points though! Get to know the website at [HumanaVitality.com](#) for more ways to earn points and rewards such as wellness calculators and lifestyle courses.

If it is unreasonably difficult due to a medical condition for you to achieve the standards for the rewards under the HumanaVitality® program, or if it is medically inadvisable for you to attempt to achieve the standards for the rewards under this program, please call Humana's Customer Care phone number on the back of your HumanaVitality ID card and they will work with you to develop another way to qualify for the reward.

Your silver lining may be closer than you think

Now that you're signed up for HumanaVitality, you may wonder what to do next. The key to success is to take care of some important details right away – like completing your Health Assessment.

Completing your Health Assessment gives you a great start toward reaching Silver Vitality Status. It takes just a few minutes and you'll earn up to 1,250 Vitality Points[™]. Sign into your HumanaVitality account and explore other ways to earn Vitality Points. You can choose from categories like Healthy Living, Fitness, Prevention, and Education. Earn Vitality Points to raise your Vitality Status and get bigger discounts in the HumanaVitality Mall.

How to get there

On the back of this sheet, you'll find a suggested path to Silver Vitality Status. While you can choose any qualified activity, we've provided some of the most popular to help you improve your Vitality Status.

Your Vitality Status

The more you do to stay healthy, the more Vitality Points you can earn. When you have other members of your household engage with HumanaVitality, their healthy activities can count toward Vitality Points, too. The more Vitality Points you earn, the higher your Vitality Status, giving you more Vitality Bucks[®] to spend at the HumanaVitality Mall and discounts up to 40 percent on your purchases at the HumanaVitality Mall.

Here's a breakdown of the number of Vitality Points needed to reach each Vitality Status:



Still have questions about HumanaVitality? Sign in to your HumanaVitality account and check out Frequently Asked Questions

	Number of Vitality Points needed to move up to each Vitality Status level			Mall Discount
Platinum Vitality Status	10,000 One adult per policy	15,000 combined Two adults* per policy	5,000 additional for each member 18 years and older per policy	40%
Gold Vitality Status	8,000 One adult per policy	12,000 combined Two adults* per policy	4,000 additional for each member 18 years and older per policy	20%
Silver Vitality Status	5,000 One adult per policy	8,000 combined Two adults* per policy	3,000 additional for each member 18 years and older per policy	10%
Bronze Vitality Status	You immediately move up from Blue Vitality Status after completing the Health Assessment			0%
Blue Vitality Status	You start at Blue Vitality Status with 0 Vitality Points			0%

*If applicable, the number of Vitality Points that are required to achieve each Vitality Status.

Silver Vitality Status™



While you can choose any qualified activity, we've provided some of the most popular activities to help you get to Silver Vitality Status.

Individual

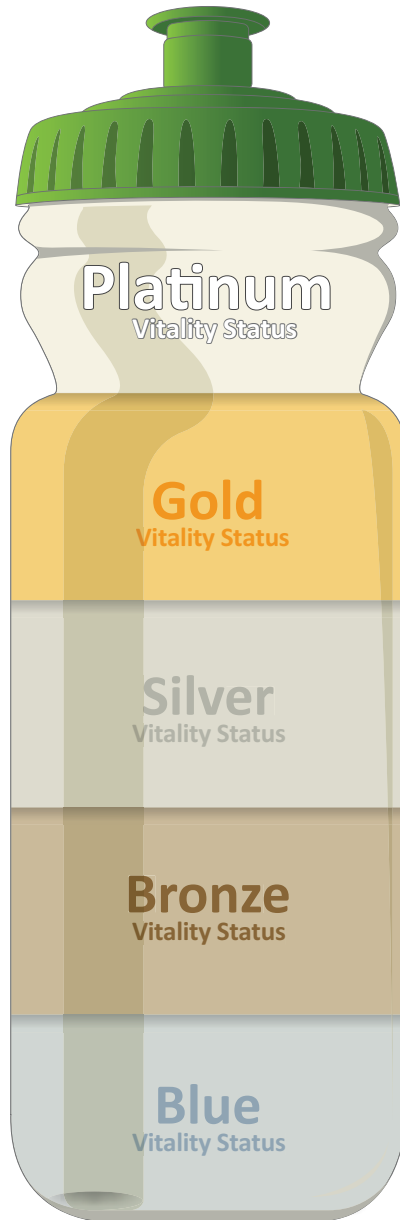
Activity During Year	Vitality Points Earned
Health Assessment (HA)	500
Bonus – HA completed within the first 90 days	250
First Step HA*	500
Vitality Check® completion	2,000
Vitality Check in-range results	
BMI (body mass index)	800
Blood pressure	400
Blood glucose level	400
Cholesterol level	400
Silver Vitality Points level (5,000 Vitality Points)	5,250

* 500-point limit for First Step HA over the life of membership



How to Reach Silver Vitality Status

Watch our YouTube video to learn some quick ways to move from Bronze Vitality Status to Silver Vitality Status – and earn a 10% discount in the HumanaVitality Mall. Go to <http://bit.ly/howtogettosilver>.



Family

(Illustration below is for two adults and one child. Assumes both adults complete where indicated with x2.)

Activity During Year	Vitality Points Earned
Health Assessment (x2)	1,000
Bonus – HA completed within the first 90 days (x2)	500
First Step HA* (x2)	1,000
Vitality Check completion (x1)	2,000
Vitality Check in-range results (x1)	
BMI (body mass index)	800
Blood pressure	400
Blood glucose level	400
Cholesterol level	400
Complete 5K run/walk	250
Two workouts per week for 12 weeks (15 points x 24)	360
Bonus – 15 points for first workout points of week	180
Kids Health Assessment	200
Kids preventive care visit	200
Kids flu shot	100
Kids sports league	100
CPR certification	125
Silver Vitality Points level (8,000 Vitality Points)	8,015

HumanaVitality is not an insurance product.

Join the HumanaVitality community on



HumanaVitality.com

‘I thought I had the flu’ — understanding heart disease and stroke

In 2003, Bertina, a registered nurse, was going about her normal day. She distributed medication, carried out doctor’s orders and provided her usual care to patients; however, this was no ordinary day for Bertina. As the day progressed, her supervisor noticed that Bertina’s speech became slurred, her face was uneven and she started to lose the use of her right-side. She was having a stroke.

According to the Centers for Disease Control and Prevention (CDC), there are more than two million heart attacks and strokes each year in the United States. In Indiana, almost one-third of all deaths are caused by heart disease and stroke. During 2013, 13,630 Indiana residents died from heart disease, making it the leading cause of death overall. Approximately 3,061 Indiana residents died from stroke during that same year. Early symptoms identification for a heart attack and/or stroke is crucial.

Heart Attack Symptoms

According to the American Heart Association, Indiana residents should seek immediate medical help if they experience the following symptoms:

- Uncomfortable pressure, squeezing, fullness or pain in the center of your chest - especially if it lasts more than a few minutes, or goes away and comes back.
- Pain or discomfort in one or both arms, the back, neck, jaw or stomach.
- Shortness of breath, with or without chest discomfort.
- Breaking out in a cold sweat, nausea or lightheadedness.
- The most common symptom is chest pain or discomfort. Women are sometimes more likely than men to experience some of the other common symptoms,

particularly shortness of breath, nausea or vomiting, and back or jaw pain.

Stroke Warning Signs

Stroke is the fourth leading cause of death in the US and Indiana. In addition, it’s among the leading causes of long-term disability. It is important to recognize signs of stroke, including:

- Sudden numbness or weakness of the face, arm or leg – especially on one side of the body
- Sudden confusion, trouble speaking or understanding
- Sudden trouble seeing or blurred vision in one or both eyes
- Sudden trouble walking, dizziness, loss of balance or coordination
- Sudden severe headache with no known cause

Every minute counts

Experts advise to never wait more than five minutes to dial 9-1-1 if you, or a loved one, experience even one of the signs above. In addition, the responding emergency medical technician or ER nurse at the hospital need to know when the first symptom occurred. So, if possible, make note of the time when symptoms first start.

Lifestyle changes are key

Managing risk factors is a critical component of a comprehensive heart disease and stroke prevention or management plan. According to the 2013 Indiana Behavioral Risk Factor Surveillance System, approximately 33.5 percent of Indiana adults reported having high blood pressure, 39.8 percent of Indiana adults reported having high cholesterol, 21.9 percent of Indiana adults currently smoked cigarettes, and 67.2 percent of Indiana adults were considered overweight or obese.

According to the CDC, modifying your lifestyle can reduce your chances of having a heart attack or stroke. By maintaining a healthy diet with plenty of fruits and vegetables, and exercising regularly, women can reduce their chances of heart disease and stroke. In addition, limiting the use of alcohol and quitting the use of tobacco products can decrease the risk.

The CDC’s Million Hearts Pledge outlines actions that can help reduce heart attacks and strokes. The Pledge encourages people to:

- Prevent heart disease and stroke by understanding the risks
- Get up and get active by exercising for 30 minutes on most days of the week
- Know your ABCs: Appropriate aspirin therapy, Blood pressure control, Cholesterol management, and Smoking cessation

Today, Bertina is retired and has made appropriate lifestyle changes — eating healthy, getting regular exercise, monitoring her blood pressure, and following her medication regimen.

For more information on cardiovascular disease or stroke, visit the [Indiana State Department of Health website](#) or the [CDC’s Million Hearts Pledge](#).



**Indiana State
Department of Health**
*Thanks to the Indiana State Department
of Health for this submission.*

Take exercise and nutrition to the heart

February is American Heart Month, a time for us to truly take exercise and nutrition messages “to heart”. According to the Centers for Disease Control and Prevention (CDC) “Cardiovascular disease (CVD)—including heart disease, stroke, and high blood pressure—is the number one killer of women and men in the United States.” So how do we prevent it or improve our condition if we already have it?

There are many risk factors for heart disease, including: age, race, sex and family history. In addition weight, diet, physical activity, smoking, and co-morbidities like diabetes, high cholesterol, high blood pressure increase risk. Although we can’t control all of these, there are many steps we can take to make our heart as healthy as possible.

Eat a heart healthy diet

- Choose foods low in saturated fat, trans fats and cholesterol
- Increase your daily fiber through whole grains, fruits, vegetables, beans and lentils. Aim for 25-35g/ day
- Decrease your sodium intake

Exercise

CDC recommends 150 minutes of moderate aerobic activity per week.

Limit alcohol

- Men: no more than two (2) drinks per day
- Women: no more than one (1) drink per day

Maintain a healthy weight

Body Mass Index (BMI) is one tool to determine if your weight is at a healthy level. BMI of 18.5 to 24.9 is



considered “normal”. Discuss your weight management goals with your family doctor.

Stop Smoking

Look for smoking cessation classes in your community or contact your family doctor for assistance

Use these resources to further your knowledge and take it to heart today.

Academy of Nutrition and Dietetics:

www.eatright.org

- [Heart Healthy Eating- Heart Healthy Fats](#)
- [Heart Healthy Eating- Sodium](#)
- [USDA Choose My Plate](#)
- [American Heart Association:](#)
- [Centers for Disease Control and Prevention](#)
- [Cardiovascular and Diabetes Coalition of Indiana](#)



Thank you to Hanna Kelley, RD, CD, Registered Dietitian for this article.

Heart healthy foods to add to your diet

A healthy diet can be good for your heart as well as your waistline. Try to add these foods into your diet for a healthy heart:

1. Eat fish high in omega-3s, such as salmon, tuna, mackerel, herring and trout.
2. A handful of healthy nuts such as almonds or walnuts will satisfy your hunger and help your heart.
3. Berries are chock full of heart-healthy phytonutrients and soluble fiber. Try blueberries, strawberries, cranberries or raspberries in cereal or yogurt.
4. Flaxseeds contain omega-3 fatty acids, fiber and phytoestrogens to boost heart health. Take them in ground or milled form to reap the greatest benefit.
5. Oatmeal is a comfort-food nutrient powerhouse.
6. Dark beans, such as kidney or black beans, are high in fiber, B-vitamins, minerals and more.
7. A 4-ounce glass of red wine (up to two for men and one for women per day) can help improve good (HDL) cholesterol levels.
8. Red, yellow and orange veggies such as carrots, sweet potatoes, red peppers and acorn squash are packed with carotenoids, fiber and vitamins to help your heart.
9. Popeye was right – spinach packs a punch! Use it in sandwiches and salads instead of lettuce.
10. Fruits such as oranges, cantaloupes and papaya are rich in beta-carotene, potassium, magnesium and fiber.

This list was pulled from a Cleveland Clinic article. [Click here to read the full article.](#)

TOP 5 REASONS TO USE CASTLIGHT:

Your personal health care shopping tool



Compare your options.

With Castlight you can compare doctors, facilities and procedures to choose which option is right for you.



Reduce your health care costs.

You can use Castlight to compare prices when your doctor recommends labs, specialists and other medical services. Castlight will show you lower price options.



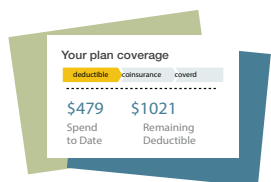
Locate urgent care clinics when you're at home or on the road.

Urgent care and walk-in clinics provide a lower-cost alternative to the emergency room when an emergency room isn't necessary. Castlight can help you find an urgent care clinic no matter where you are!



Understand your past medical expenses.

Castlight provides a quick and easy way to view your past medical claims as well as your total household spending on health care. Some Castlight users have even found billing errors where they paid too much!



View your medical plan status.

Castlight gives you simple information regarding your plan so you can make better decisions based on where you are in your medical plan.