



The Torch

The official newsletter for Indiana state employees

SECC

State employees rise to the challenge

While the totals are not yet finalized, the State Employee Community Campaign (SECC) met the challenge issued by SECC Chair Maj. Gen. R. Martin Umbarger to collect \$1.2 million. And he could not be more pleased:

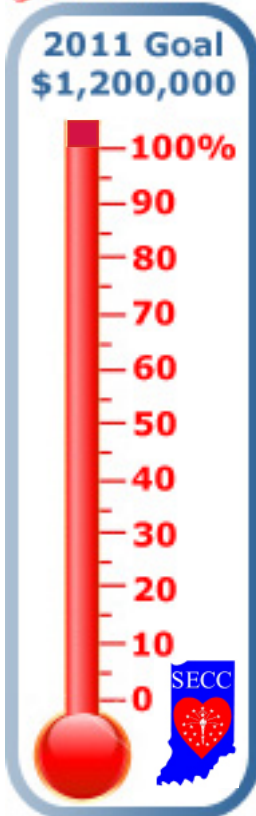
“I want to personally thank all of my fellow state employees who have generously given to the SECC,” said Umbarger. “We set a goal of \$1.2 million in FY12 and we did it... even in these challenging times. You are the best! I am proud to work in your ranks.”

The preliminary report shows that employees raised \$1,217,209. Not all money has been reported, so an update will be provided at a later date.

Overall, the state has fewer employees this year, but still managed to raise more than \$1.2 million. The campaign saw an increase in its number of Champion donors. That number now rests at 1,460.

Several agencies exceeded their goals. Most notable is the Department of Revenue (DOR) who raised more this year than in the past 10 years and

Thanks!



who exceeded the department goal by nearly \$5,000. DOR also increased the number of Champions by 33.

State Personnel employees increased their total giving by 13% and exceeded their goal by \$5,000.

The Indiana State Police raised 8% more than the previous year and, in fact, raised the most ever raised by their employees.

The Indiana State Department of Health had a 20% increase over the previous year and exceeded goal by \$2,500. The Adjutant General’s Office had a 49% increase over last year.

To date, monies from special events account for \$39,290.



SECC Chair Maj. Gen. R. Martin Umbarger

December is deduction month

Health, dental, vision, Health Savings Accounts and Flexible Spending Accounts changes/enrollments will be effective Jan. 1, 2012. Life insurance changes/enrollments that do not require Evidence of Insurability with approval from AUL will be effective:

Payroll A: Dec. 21, 2011
(7 days at old plans & rates; 7 days for new plans & rates)

Payroll B: Dec. 28, 2011 (full 2012 rates)

Deductions for the Flexible Spending Accounts and Health Savings Accounts will begin on the following dates:

Payroll A: Jan. 4, 2012
Payroll B: Jan. 11, 2012

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

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



Social worker of the year

Evansville superintendent receives distinguished award

Lottie Cook, superintendent of Evansville Psychiatric Children's Center (EPCC), was recently named Indiana State Social Worker of the Year at the National Alliance on Mental Illness (NASW) conference. After being named 2011 Region 8 Social Worker in March, she qualified to receive the state award.

NASW works to enhance the professional growth and development of its members, create and maintain standards for the profession and advance sound

social policies. Cook has been an NASW member since 1977, serving in leadership roles including regional representative and Indiana chapter president. Twice she served as a national delegate assembly representative.

Cook earned her bachelor's degree from the University



Lottie's co workers come to congratulate her. Left to right: Shannon Jones, (Psychiatrist), Lottie Cook and Beth Angermeier (Director of Nursing)

of Evansville and on the following day, started her first job as a social worker. Soon after, she became the executive director of the Mental Health Association in Vanderburgh County. While earning her master's degree from the University of Louisville she began working at Evansville State Hospital.

In 2007, she was appointed superintendent of EPCC. One of her first tasks was to apply for a federal grant to work on program development to reduce patient seclusion and restraint. Since receiving the grant, EPCC has managed to discontinue the use of seclusion and restraints and decreased the length of a patient's stay.

Cook worked alongside practicing professionals and professors to develop the social work master's program at University of Southern Indiana and serves on that social work program advisory board. Her community involvements include her church, board member of the YMCA, Dunigan Center, Suicide Prevention Coalition and the Disaster Mental Health Team.

In October 2010, Cook was awarded by NASW the Gloria Goeglin Legislative Award for Public Policy.



TWO nights for the price of **ONE**

It's official – **WINTER** is on its way...and so are the **2 for 1 WINTER** rates at the Indiana State Park Inns.

Stay 2 nights, Sunday – Thursday and pay for just **ONE!**

This offer runs Nov. 28 – March 1, 2012

Reservations can be made online at www.IndianalInns.com or by calling 1.877.LODGES1 Offer not valid Dec. 23 – Dec. 31, 2011.

Subject to availability. Cannot be combined with any other offer or discount. Cannot be used for groups.



Original artwork by Jerry Williams

State employee coach leads ISD volleyball to first title

The dark cloud that dogged the girls' volleyball team at the Indiana School for the Deaf (ISD) has finally moved on.

Head coach and state employee

Aimee Bippus, told her team before the season was underway that it "was time to break the history of being in second place in everything." She explained that she had two goals for the team: to win the Spike Out tournament and the sectional championship.

The girls took to heart what she said and right off the bat, the girls won 15

straight games, besting the school's winning streak of 14. The team went on to hand Bippus and the school four historic milestones:

- The sectional championship (a first for ISD)
- Spike Out tournament championship (ISD's first championship since 2005. Tournament consists of 12 powerhouse deaf schools. ISD won all games without a single losing a single set.)
- Broke ISD's winning streak record
- For the first time in ISD history, advanced to the regional finals. Underdogs at the regional, Bippus' team fought hard, but lost.

The team ended the season with 36 wins and three losses.

Bippus has been coaching at different

age levels and sports since 1998. After graduating from Gallaudet, she moved to Indiana and accepted an administrative position in the ISD Athletic Department. She began coaching the same year, and besides a



Coach Aimee Bippus, surrounded by her winning ISD girls volleyball team, holds the game ball from the team's sectional victory.

three-year hiatus, has been coaching ever since.

She started out as a 7th and 8th grade head coach. Later she advanced to junior varsity coach and in 2004, was named varsity coach. Along with volleyball, Bippus has coached middle school girls' basketball and track, as well as high school girls basketball.

"I will always have a love for volleyball," she said. "I played for seven years in my middle and high school years and two years as a starter at Gallaudet University."

Gallaudet University is the only liberal arts deaf university in the world and a member of NCAA Division III.

Bippus has twice been named coach of the year, most recently in 2010.

She attributes a lot of her success as a coach to her family.

"I was raised in athletic family and was taught how to be a better player by my brother, Brian," she said. "My parents were a great influence to me being an athlete since I was young."

Along with coaching, Bippus serves as assistant to the Athletic Director and enjoys her work because it mixes her two passions: students and sports.

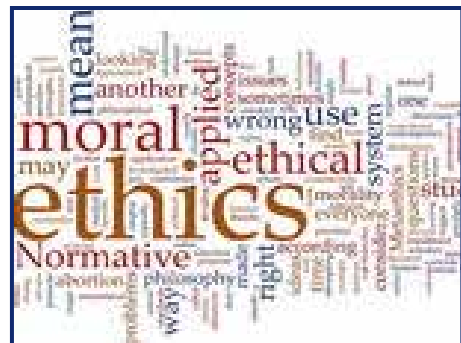
ICRC

Headline news ethics seminar offered by ICRC

The Indiana Civil Rights Commission (ICRC) is hosting its final Continuing Legal Education seminar, Headline News Ethics, Dec. 8 from 9 to 10:30 a.m. It will be held in the Indiana Government Center South, conference room B.

The speaker will be Todd Richardson, Esq. from Lewis & Kappes, P.C. Attendants can earn 1.5 CLE credits (1.5 Ethics credits).

The cost to attend the seminar is \$50. Click [here](#) to register on-line using a credit card. Contact Brad Meadows, 317- 232-2651, bmeadows@icrc.in.gov with any questions or to set-up an alternative payment method (check, JV, etc.).





Governor Daniels makes remarks at a dedication ceremony for the new Indiana National Guard Armory in Johnson County. It is the largest such facility in the Guard's history.



Dental plan provides enhanced benefits for high-risk medical conditions

Delta Dental has enhanced dental coverage for enrollees with certain high-risk medical conditions. Scientific evidence has demonstrated that treating and preventing oral disease in these situations can improve overall health.

Those eligible for this coverage include:

- People with diabetes and periodontal (gum) disease
- Pregnant women who have periodontal (gum) disease
- People with certain heart conditions that put them at high or moderate risk for infective endocarditis, a potentially deadly heart infection
- People with kidney failure or who are undergoing dialysis
- People with suppressed immune systems due to chemotherapy and/or radiation treatment, HIV positive status, organ transplant and/or stem cell (bone marrow) transplant.

The improved benefits include coverage of up to four teeth cleanings (either routine cleanings or periodontal maintenance cleanings) per benefit period, instead of the typical two. The routine cleanings are covered at the same copayment level as other preventive services. The periodontal maintenance cleanings are covered at the same percentage as other periodontal services.

For people undergoing head and neck radiation, fluoride applications by your dentist are also covered twice per benefit period (This service typically is covered only to age 19).

The costs of the additional cleanings and fluoride treatments will be applied to your annual maximum. The timing of treatment is very important when serious medical conditions exist. If you have one of these conditions, talk with your dentist and physician about if and when treatment is right for you.

BMV

Avoid the rush; renew your license early

Hoosiers with drivers' licenses expiring in 2012 should plan to renew early. Next year, a record 2.2 million driver's licenses, half of all drivers, expire. Indiana law allows Hoosiers to renew a driver's license up to one year before expiration.

The BMV is strongly encouraging customers to renew driver's licenses early to avoid potential lines in 2012 either online at myBMV.com or by visiting a license branch.



Many Indiana drivers are eligible to renew their driver's licenses online, although there are some restrictions in Indiana law. Drivers cannot renew online if they need to update personal information, including name and address, are over 70 years old or have six points or more on their licenses.

A complete list of the restrictions is on the myBMV.com website.

Indiana State Parks \$99 Holiday Deal

Need the **perfect** gift – where one size fits all!

Your \$99 Holiday Gift Pack includes:

- 2012 Indiana State Park annual entrance permit
 - 1 year subscription to Outdoor Indiana magazine
 - \$70 State Park Inn gift certificate
- It adds up to a savings of \$19!

Only available online at

www.InnsGifts.com

(Offer ends Dec. 31, 2011)

Holiday stress is manageable

The holidays can be a stressful time for many people due to the intensified focus on family, work and money.

Research shows that stress, and the unhealthy behaviors people use to manage it, contribute to some of the biggest health problems such as obesity, heart disease and diabetes. So it's imperative that people take steps to address issues like holiday stress in healthier ways.

People who manage stress by engaging in unhealthy behaviors such as overeating, drinking and smoking are likely to have their physical health negatively affected over time, as opposed to people with a healthy lifestyle.

This is according to psychologist and American Psychological Association (APA) executive director for Professional Practice, Dr. Russ Newman.

“My advice is to pay attention to what causes stress and find healthy ways to manage it,” says Newman. “Everyone responds to their stress in some way. The key is handling stress in a manner that doesn't make things worse.”

The APA recommends these tips to help deal with holiday stressors and build resilience:

- **Define holiday stress.** How do you experience stress? Does that experience change during the holidays? Different people experience stress differently. How do you know when you are stressed?
- **Identify holiday stressors.** What holiday events or situations trigger stressful feelings? Are they related to work, home, relationships or something else?

Anthem® EAP

- **Recognize how you deal with stress.** Determine if you are relying on unhealthy behaviors like smoking or eating to manage stress. Is this a behavior you rely on year-round, or is it specific to holiday stress?
- **Change one behavior at a time.** Unhealthy behaviors develop over the course of time. Replacing unhealthy behaviors with healthy ones requires time. Start small and focus on changing one behavior.
- **Take care of yourself.** Taking care of yourself during the holiday

season helps to keep your mind and body primed to deal with stress. Pay attention to your own needs and feelings. Engage

in holiday activities that you enjoy and find relaxing. Exercise regularly. Eat healthy. Make sure you get enough rest and sleep.

- **Ask for support.** Accepting help from those who care about you and will listen to you strengthens your resilience and ability to manage stress. Use the holidays as a time to reconnect with friends and family and strengthen your support network.

If you feel overwhelmed by stress, consider seeking professional help. Psychologists are uniquely trained to understand the connection between the mind and body. They can offer strategies to help you manage stress, change unhealthy behaviors and address emotional issues.

The American Psychological Association (APA). (n.d.). Holiday stress tips: *Managing holiday stress*. Retrieved Feb. 1, 2011, from the APA Help Center: www.apahelpcenter.org

Websites provide tracking systems for health expenses

Now that you have selected your benefits for 2012, start the New Year off by keeping track of your health care expenses. Both Medco and Anthem websites make it easy for you to do that.

As our pharmacy benefit provider, Medco's website is set up so that you can view all your prescription information in one place. That means if you have your prescriptions filled at a participating retail pharmacy or through Medco, you just need to look in one spot to see what you have spent.

Log onto medco.com where you can

- Track your prescription spending
- Compare the cost of a medication for a 30- vs. 90-day supply
- Compare the price of generic vs. brand medication
- View potential lower-cost alternatives to your medications with My Rx Choices®
- Print your prescription claims summary

Anthem provides a similar service for medical and vision spending. Log onto www.anthem.com where you can:

- View medical eligibility and benefits
- Track the benefits and deductions you and/or your dependents have used to-date
- Check the status of health claims
- Compare the cost and quality of a procedure or services through Anthem's Care Comparison
- View vision eligibility and benefits
- Track your vision claims

Questions?

Contact the Benefits Hotline:
(317) 232-1667 (Indianapolis)
(877) 248-0007 (outside Indianapolis)
Email: spdbenefits@spd.in.gov

BLEED BLUE

BLOOD DRIVE AND HEALTH FAIR



SATURDAY DECEMBER 10

9 A.M. - 5 P.M. LUCAS OIL STADIUM

- FREE HEALTH FAIR AND SCREENINGS
- COLTS CHEERLEADERS AND BLUE
- FREE FITNESS CLASSES
- REGISTER TO WIN COLTS TICKETS
- ACCESS TO THE FIELD
- PHOTO BOOTH
- COLTS GIVE-A-WAYS
- JEFF SATURDAY FOOTBALL AND 15% OFF COLTS PRO SHOP COUPON FOR ALL BLOOD DRIVE PARTICIPANTS

CardioChek

ADVANTAGE
Health Solutions, Inc.

13
WTHR



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STAPLES Advantage

STAPLES®

A gift of thanks.

Treat yourself to special savings in store and online.

We couldn't do what we do without everything you do. To thank you for being such a great customer, we are pleased to offer you 10% off in our retail stores and \$15 off of any order of \$150 placed on Staples.com from December 4 through 10, 2011.*

During that week you can use this offer as often as you like to save on gifts for friends and family or treat yourself. See below for details and restrictions.

Save 10% in-store.



To redeem in-store offer:

Shop any Staples® U.S. retail store and present this sheet when you check out to receive 10% off all your in-store purchases of eligible products.*

Cashier instructions:

Use 10% Program Discount Key to process discount.

Save \$15 online.



To redeem online offer:

Shop staples.com and enter **40797** in the Coupon Code field when you check out to receive \$15 off of any order that contains at least \$150 of eligible products.* Payment must be made by credit or debit card. Checks will not be accepted.

* **Valid 12/4/11–12/10/11.** Offer cannot be combined with any other offers and is for personal purchases only. Contract pricing will not be honored. Not valid on desktop or laptop computers, tablets, netbooks, Beats Audio™, Kindle® and Nook® eReaders, HP ink and toner, custom printing orders placed online, gift cards, cell phones and cell phone services, Staples® EasyTech™ professional-grade and on-site services, depot repair and parts, phone cards or postage stamps. Not valid on prior purchases. No cash/credit back. Offer good on in-stock inventory only.