



Learn More About Your Benefits: July and August Presentations

Make the best use of your State of Iowa benefits with benefit education opportunities offered by DAS-HRE staff. The presentations are webcasts, unless otherwise noted, and you may attend these online presentations from your computer or other internet-enabled device. Be sure to check with your supervisor to ensure your agency's staffing and scheduling allow you to participate on work time and on a State computer. Register to reserve your spot today!

July 2018

July 10	1:00 - 2:00 pm	RIC Deferred Compensation: Introduction and Enrollment	Register
July 17	9:00 - 10:00 am	RIC Deferred Compensation: Ready to Retire and Take Income	Register
July 19	9:00 - 10:00 am	Continuing Benefits at Retirement: Before Medicare-Eligibility	Register
July 24	9:00 - 10:00 am	Continuing Benefits at Retirement: After Medicare-Eligibility	Register
 July 25	2:30 - 3:30 pm	Valic: FutureFit University	Register

August 2018

Aug 7	9:00 - 10:00 am	RIC Deferred Compensation: Introduction and Enrollment	Register
Aug 14	1:00 - 2:00 pm	RIC Deferred Compensation: Ready to Retire and Take Income	Register
Aug 21	10:00 - 11:00 am	Continuing Benefits at Retirement: Before Medicare-Eligibility	Register
Aug 30	10:00 - 11:00 am	Continuing Benefits at Retirement: After Medicare-Eligibility	Register

The 2018 presentation calendar is at <https://das.iowa.gov/event-calendar-date>.

Increasing your RIC Contribution Can Make a Big Impact

If you want to put extra money into your Retirement Investors' Club (RIC) savings account, the example below illustrates how investing a small amount can increase your nest egg over time. Some people choose to do this by saving money from their raises. Adding even \$20/month (\$10/paycheck) could be worth almost \$20,000 when you retire. To request a payroll deduction increase, complete the [RIC Account Form](#) found on the RIC website.

Here's how a small increase to your contributions might add up over time:

An additional contribution of:	10 years	20 years	30 years
\$5/month could add up to ...	\$ 812.37	\$2,267.20	\$ 4,872.56
\$10/month could add up to ...	\$1,624.73	\$4,534.39	\$ 9,745.13
\$15/month could add up to ...	\$2,437.10	\$6,801.58	\$14,617.70
\$20/month could add up to ...	\$3,249.47	\$9,068.77	\$19,490.26

These figures assume a hypothetical 6 percent rate of return over each time period.

New to RIC? Enroll today and begin receiving an employer match benefit! Contact one of the [RIC providers](#) or visit the [RIC website](#) for more information.

Health FSA Eligible Claims

Health Flexible Spending Account (FSA) participants may receive reimbursement for a variety of eligible products and services. A full list may be found at <http://www.asiflex.com/EligibleExpenses.aspx>.

Eligible expenses include, but are not limited to:

- Over-the-counter items such as bandaids, heating pads, sunscreen, and first aid kits.
- Mileage incurred while driving to a medical appointment or pharmacy (see sample form).

- Chiropractic care.
- Flu shots.

Contact ASI, the State’s third party administrator, at 800-659-3035 if you have questions about eligible expenses.

Preventive Cancer Screenings Are Covered Under State of Iowa Health Insurance

According to a report released in March by the State Health Registry of Iowa, approximately 6,300 Iowa residents will die of cancer this year. This is 18 times the number killed in car accidents across the state in the same timeframe.

Increase Your Chances of Detecting Cancer Early

Cancer screening increases the chances to detect certain cancers early, when treatment is likely to work best. Iowa Choice and National Choice cover cancer screening services, with no copay or out-of-pocket expense, for:

- Breast cancer (using mammography).
- Cervical cancer (using Pap tests).
- Colorectal cancer (using colonoscopy).
- Prostate cancer (using PSA tests).

Treating cancer can be costly, but the even bigger toll is paid by those people who are touched by the disease as patients, loved ones, or caregivers. Taking care of yourself and your loved ones is critical in the fight against cancer.

Simplify Your Paperwork with Online EOBs

Simplify your insurance paperwork by signing up to receive your Explanation of Benefits (EOBs) online through myWellmark®. With Online EOBs you’ll gain:

- **Confidence in your coverage** - myWellmark® is a safe and secure place to review your claims and how your plan has paid for any services you received.
- **More time doing what you love** - With online EOBs you have quick access to all of the information you need, when you need it.
- **More from your membership** - Don’t worry, Wellmark won’t fill your inbox with more emails. Wellmark will only notify you when you have a new EOB to review.

Three easy steps to go digital

Join the thousands of members who already rely on the security and convenience of digital EOBs in three easy steps. Log in to myWellmark® at Wellmark.com.

1. Select **My Account** from the menu at the top.
2. Click **Edit** under **My Web Account**.
3. Under **Information & Messaging** make sure the button “I wish to receive documents and communications online” is selected and **Save Changes**.



Employee Assistance Program (EAP) Online Seminars

KEPRO, the State’s provider of EAP services, offers on-demand monthly seminars covering various topics. Seminars may be found online at www.eaphelplink.com (Company Code: IOWA).

Starting July 17	Eating Your Way to Wellness Tips and resources on how to eat your way to better and long-lasting health.
Starting August 21	Technology and Keeping Your Kids Safe Helpful tips on to avoid the risks facing children online.

EAP also offers confidential resources to help State employees and eligible family members address challenges which may impact job performance, affect well-being, and take a toll on overall health. EAP services are provided at no cost to employees and eligible family members.

For more information and additional resources, visit <https://das.iowa.gov/human-resources/healthy-opportunities/employee-assistance-program>.

New CPM Program Courses Start in August

A new cycle of courses in the Iowa Certified Public Manager (CPM) Program starts on August 6, 2018. Applications are now being accepted for the program, offered through a partnership between the Iowa Department of Administrative Services and Drake University. Through these classes, employees develop the professional skills necessary to serve their agencies and communities more effectively.

The CPM program, offered at Drake University in Des Moines, is associated with the National CPM Consortium and is designed to improve the quality and efficiency of government agencies by developing the effectiveness and professionalism of its managers. Individuals completing the program earn the prestigious Certified Public Manager credential from the State of Iowa and the Center for Professional Studies of Drake University.

For more information about the application process and cost, call 515-281-5456 or see the State of Iowa [CPM webpage](#).

Keep Your Work/People Skills Up To Date with PDS Training

Keeping your skills up to date in the workplace is important for your personal and professional growth. Taking full advantage of the State of Iowa Performance & Development Solutions (PDS) course offerings can help you get the knowledge and skills you need to be successful in your work. PDS presents seminars and programs for State employees at all levels, including those who are new to State Government, supervisory staff, executive management, and professional/technical staff.

Some classes will have a fee for attendance, while many courses are included at no additional cost as part of your agency's training utility fee. Browse through the [website](#) for details in the [FY19 Course Catalog](#).

Enrollment is easy. You'll need to complete the [course registration form](#) and include the appropriate approval signatures. Once completed, return the form to your departmental Training Liaison. Contact information for Training Liaisons may be found at <https://das.iowa.gov/human-resources/training-and-development/training-liaison/executive-branch>. If your organization does not have a Training Liaison, you may submit your registration form directly to PDS@iowa.gov.

The PDS training courses for July and August are:

July 2018

July 17	Discipline, Grievance & Merit System (MTS NC 903)
July 19	Performance Evaluation (MTS NC 401)
July 24	Ethical Issues in Today's Workplace (MTS PT 992)
July 25	From Interview to Hire (MTS NC 301)
July 26	Intro to State Procurement (MTS SP 001) (½ day class)
July 31	Investigating Employee Misconduct (MTS NC 118)

August 2018

August 1	State Government Foundations (MTS GF 001) (1/2 day)
August 1	Ethics of Leadership (MTS LI 001)
August 2	Project Management Fundamentals (MTS PT 123)
August 2	Crucial Conversations (MTS CC 101) - Day 1
August 3	Crucial Conversations (MTS CC 101) - Day 2
August 7	Cultural Competency (MTS CC 001)
August 14	Diversity Training for Employees (MTS GI 450) (1/2 day)
August 14	Discipline, Grievance & the Merit System (MTS NC 903)
August 15	Customer Service (MTS QM 002)
August 16	Contract Administration (MTS CP 514)
August 16	Thriving on Change (MTS GI 163)
August 23	Leading Through Change (MTS LC 001)
August 24	Dimensions of Leadership (MTS GI 230)
August 27	Strategic Planning & Systems Thinking (MTS ST 001)
August 28	Diversity Training for Managers (MTS GI 400)
August 28	Investigating Employee Misconduct (MTS NC 118)
August 29	Listening - The Forgotten Skill (MTS GI 003)
August 31	Enhancing Team Membership (MTS TM 001)

Please feel free to print a copy of this month's newsletter to share with co-workers.

"HRExpress" is a bi-monthly publication for State of Iowa employees.

If you have questions or suggestions for future content, please contact us at hrexpress@iowa.gov