



Mark Your Calendar for the 2019 Enrollment and Change Period

The 2019 Enrollment and Change will be held October 8 - November 9, 2018

The Enrollment and Change period (October 8 - November 9) is your opportunity to review your health care options, dental care, supplemental life insurance coverage, and to decide whether you want to contribute to a Flexible Spending Account (FSA) and/or a dependent care FSA in 2019.

The October edition of "HRExpress" will contain more detailed information as well as schedules for webcasts and informational meetings. In the meantime, here are some helpful highlights for employees (except those covered by SPOC) to review in preparation:

Health and Dental Enrollment for 2019 - If you do not make any changes to your health or dental insurance during this Enrollment and Change period, your 2018 health and dental options and coverage level (single or family) will remain the same in 2019.

Health Insurance - The Iowa Choice and National Choice options will continue to be offered in 2019. There will be **NO CHANGES** in the deductibles, coinsurance, and copays for 2019.

2019 Health Insurance Premiums

Your 2019 premiums for Iowa Choice will be:

- Single coverage \$39.26 per month
- Family coverage \$147.66 per month

Your premiums for National Choice will be:

- Single coverage \$109.26 per month
- Family coverage \$311.66 per month

Health Insurance ID Cards - Due to a system change, Wellmark will be issuing new ID cards mailed to your home before January 1, 2019. You will receive new ID cards even if you do not make a new health insurance election for 2019.

Dental Insurance - Beginning with this Enrollment and Change period, a dental open enrollment will be offered **annually** instead of every other year.

Annually, during the Enrollment and Change period, you can:

- Enroll in dental insurance, if not currently enrolled.
- Change your coverage level to employee or family.
- Add or remove eligible family members from your coverage.

Health Flexible Spending Account Sign-Up and Increase - To participate in the Health Flexible Spending Account (FSA) and/or the Dependent Care FSA, you must enroll each year in IowaBenefits. The maximum Health FSA contribution increases to **\$2,650** in 2019 from \$2,600 in 2018. The maximum Dependent Care FSA contribution remains \$5,000.

The One Gift Program - Helping Iowans in Need

The [One Gift Program](#) gives State of Iowa employees the opportunity to donate to their choice of over 400 [charitable agencies](#) through payroll deduction. Employee donations through the One Gift Program stay in Iowa, helping our neighbors, friends, and family, with the charitable agencies receiving 100 percent of pledged donations.

The State of Iowa's annual One Gift Campaign runs September 4-28, 2018. You may pledge to make 2019 donations to the charities of your choice by completing the [2019 One Gift pledge form](#) and forwarding it to your [One Gift Liaison](#) or Human Resources Associate.



Upcoming Benefit Education 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 online 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.

You will notice a change in the registration process. DAS-HRE is using Zoom Video Communications to enhance your webinar experience. You can sign-up for these webinars at <https://das.iowa.gov/human-resources/employee-and-retiree-benefits/benefit-education>. Register to reserve your spot today.

September 2018

- September 11 1:00 - 2:00 p.m. RIC Deferred Compensation: Ready to Retire and Take Income
- September 18 9:00 - 10:00 a.m. RIC Deferred Compensation: Introduction and Enrollment
- September 20 1:00 - 2:00 p.m. Continuing Benefits at Retirement: Before Medicare-Eligibility
- September 25 1:00 - 2:00 p.m. Continuing Benefits at Retirement: After Medicare-Eligibility

October 2018

- October 9 9:00 - 10:00 a.m. RIC Deferred Compensation: Introduction and Enrollment
- October 10 9:00 - 10:00 a.m. Flexible Spending Accounts (FSA)
- October 10 1:00 - 2:00 p.m. 2019 Enrollment and Change
- October 16 1:00 - 2:00 p.m. RIC Deferred Compensation: Ready to Retire and Take Income
- October 17 10:00 - 11:00 a.m. 2019 Enrollment and Change
- October 17 7:00 - 8:00 p.m. 2019 Enrollment and Change
- October 18 10:00 - 11:00 a.m. Flexible Spending Accounts (FSA)
- October 22 1:00 - 2:00 p.m. Continuing Benefits at Retirement: Before Medicare-Eligibility
- October 23 1:00 - 2:00 p.m. 2019 Enrollment and Change
- October 25 11:00 - Noon Continuing Benefits at Retirement: After Medicare-Eligibility
- October 25 7:00 - 8:00 p.m. 2019 RETIREE Enrollment and Change
- October 26 9:00 - 10:00 a.m. 2019 Enrollment and Change
- October 31 9:00 - 10:00 a.m. 2019 Enrollment and Change
- October 31 11:00 - Noon Flexible Spending Accounts (FSA)

Have you registered for Doctor On Demand™?

As of June 2018, hundreds of State employees have registered at the Doctor On Demand website. With Doctor On Demand, you and your family members can speak with a board-certified medical provider who can treat the most common medical conditions and prescribe medication if needed.

Doctor On Demand is convenient, available 24 hours a day/seven days, and is affordable, with only a \$10 copay for most State of Iowa employees.

Getting started is easy.

1. Download the Doctor On Demand app or visit DoctorOnDemand.com.
2. Have your Wellmark member ID card ready. You'll be asked to enter your full Wellmark ID number, including the three character prefix.
3. Create an account or sign in.

Sign up today and the next time you need to speak with a doctor, you can pick up your smartphone and connect virtually with Doctor On Demand, any time, day or night.

News on Carryover Dollars for your Health FSA

Changes have been made to the way your Health Flexible Spending Account (FSA) pays out your carryover dollars (funds you contributed to the HFSA in a prior plan year but did not spend that year). As in previous years, Health FSA participants are allowed to carry over up to \$500 from the previous plan year. With this recent change to the plan, however, your carryover dollars are the first to be spent when you submit a claim in the new plan year. Previously, current contributions were used first.

For more information about carryover dollars, visit <https://das.iowa.gov/FSA/Carryover>.

If you are not currently participating in a Health FSA, you have the opportunity to enroll for 2019 in the upcoming Benefit Enrollment and Change period beginning October 8. Click [here](#) for more information on the State of Iowa Health Flexible Spending Account.

Sign Up Any Time for Retirement Investors' Club (RIC)

RIC enrollment options are flexible and State employees may enroll at any time. The RIC provider you choose can help you open your accounts, select investments, begin payroll deductions, and receive the employer match. At no additional cost, advisors can explain the investments and help you complete the enrollment process. For a summary of the provider phone numbers and a list of investment options, view the [RIC At-A-Glance](#).



For enrollment options and additional RIC benefit information, go to <https://das.iowa.gov/RIC/SOI/enrollment>. If you have questions, email robbie.stoecker@iowa.gov or call 866-460-4692.

Employee Assistance Program (EAP) Online Seminar

KEPRO, the State's provider of EAP services, offers on-demand monthly online seminars covering various topics. The seminars, interactive learning experiences you can view at your convenience, may be found at www.EAPHelplink.com (Company Code: IOWA).

Starting September 18 - Creating a Personal Development Plan

Learn effective goal setting and identify potential obstacles that can create barriers to reaching your goals.

Starting October 16 - A Personal Guide to Building Resilience and Coping With Change

It's not so much what happens to us as it is how we respond. This seminar will empower you to become more resilient.

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>.

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. State of Iowa Performance & Development Solutions (PDS) presents informative 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](#) and read 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 September and October are:

September 2018

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| September 5 | Fundamentals of Supervision (MTS NC 151) |
| September 5,6 | Project Management (2 day class) – (MTS PT 103) |

September 7	Generational Diversity (MTS GD 001)
September 11	Discipline, Grievance & the Merit System (MTS NC 903)
September 11	Advanced Principles of Communication – Part 1 Authenticity (MTS AU 001)
September 13	Professional Impact (MTS GI 084)
September 13	Dimensions of Behavior (1/2 day class) - (MTS GI 312)
September 17	Managing Your Time & Priorities (MTS GI 090)
September 18	Diversity Training for Employees (MTS GI 450) ** Course Added**
September 19	Managing Stress & Workplace Accountability (MTS MS 001)
September 20	Managing Conflict & Resistance in the Workplace (MTS GI 165)
September 21	Intro to State Procurement (1/2 day class) – (MTS SP 001)
September 21	Shaping Effective & Engaged Teams (MTS ET 001)
September 25	Investigating Employee Misconduct (MTS NC 118)
September 25	Advanced Principles of Communication – Part 2 Coaching (MTS AU 002)
September 26	Contract Administration (MTS CP 514)
September 27/28	Crucial Conversations (2 day class) (MTS CC 101)
September 27/28	Human Relations (2 day class) (MTS SC 203)
<u>October 2018</u>	
October 1	From Interview to Hire (MTS NC 301)
October 4	Performance Evaluation (MTS NC 401)
October 4	Ethics of Leadership (MTS LI 001)
October 8	Customer Service (MTS QM 002)
October 9	Diversity Training for Employees (MTS GI 450) **Course Added**
October 11	State Government Foundations (1/2 day class) – (MTS GF 001)
October 11	Generational Diversity (MTS GD 001)
October 15	Dimensions of Leadership (MTS GI 230)
October 16	Crucial Accountability (MTS LC 001) **NEW CLASS**
October 18	Cultural Competency (MTS CC 001)
October 19	Managing Stress & Workplace Accountability (MTS MS 001)
October 23	Leading Through Change (MTS LC 001)
October 24/25	Project Management (2 day class) – (MTS PT 103)
October 25	Contract Administration (MTS CP 514)
October 25	Professional Impact (MTS GI 084)
October 26	Enhancing Team Membership (MTS TM 001)
October 30	Listening: The Forgotten Skill (MTS GI 003)
October 30	Emotional Intelligence (MTS EI 201) ** NEW CLASS**

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