



## Group Insurance

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### myWellmark® - Managing Your Health Benefits

myWellmark® is a personalized website with the tools, resources, and insights you need to help manage your health care spending and live a healthier life. Wellmark recently updated myWellmark to create an easy-to-use, self-serve, personalized digital experience accessible to you on any of your devices.

With myWellmark, you will be able to:

- Access benefit information specific to your health coverage option.
- Find a doctor or provider in either the Iowa Choice (Blue Access) or National Choice (Alliance Select) networks.
- Estimate the cost of care for procedures and services before you go.
- Get helpful well-being content, news, and relevant special alerts.
- Download a mobile app complete with one-touch fingerprint and facial recognition logins (if device supports).

You can find out more about the enhancements to myWellmark, at [https://www.youtube.com/watch?v=Lne15kOSi\\_o&feature=youtu.be](https://www.youtube.com/watch?v=Lne15kOSi_o&feature=youtu.be)

**Not registered yet?** Get started at [Wellmark.com](http://Wellmark.com) using your Wellmark ID card.

### Wellmark's Pregnancy Support Program

Wellmark's Pregnancy Support program has moved online so it is now available when and where you need it. This means you have access to new, trusted online resources, like WebMD® Pregnancy Assistant, Count the Kicks®, and text4baby<sup>SM</sup>.

One-on-one support is still available for members experiencing a high-risk pregnancy, with access to the support of an advanced care nurse throughout the pregnancy journey. The Pregnancy Support program is available at no cost.

To access these resources, register or log into myWellmark® at [Wellmark.com](http://Wellmark.com) and go to the My Benefits tab.

## Other Benefits

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### Everything you wanted to know about Flexible Spending Accounts (FSAs)

Flexible Spending Accounts (FSAs) allow you to save money on out-of-pocket health and dependent care expenses. Do you have questions about how health and dependent care FSAs work? Do you need help submitting claims? Not sure if an expense is eligible? Do you know how you can maximize your use of your FSA?

Gather your questions and join staff from DAS and ASI, The State's FSA administrator, for a webinar entitled "Everything You Want to Know About Flexible Spending Accounts," on **March 7** at **9:00 a.m.** Webinar sign-up is at <https://das.iowa.gov/human-resources/employee-and-retiree-benefits/benefit-education>.

**Special health FSA reminder:** Don't forget - you have until April 15 to submit claims for services incurred in 2018. For more information on how to file a claim, visit our [website](#).

## Health Flexible Spending Account and Mileage Reimbursement

The Health Flexible Spending Account (FSA) lets you set aside money from your paycheck on a pretax basis to use for eligible out-of-pocket health expenses. The account can be used to pay for eligible medical, dental, vision, hearing, and prescription drug expenses for you, your spouse, and your eligible dependents.

Did you know you can also be reimbursed from your health FSA for mileage for travel to and from your medical appointments, the hospital, or your local pharmacy? Recently, the IRS raised the travel reimbursement amount to **\$0.20** a mile for 2019. To ensure your transportation claim is approved, submit an itemization of your travel with the claim for the service(s) you received.

Check out ASI's Eligible Expenses web page at <http://www.asiflex.com/EligibleExpenses.aspx> to see what other expenses can be reimbursed through your health FSA.

## Employee Assistance Program (EAP) Online Seminars

KEPRO, the State's provider of EAP services, offers on-demand monthly online seminars covering various topics. Seminars may be found online at [www.EAPHelplink.com](http://www.EAPHelplink.com) (Company Code: **IOWA**).

Online seminars are an interactive learning experience you can view at your convenience.

### **Starting February 19**

#### **"Mental Health First Aid"**

Recognize the signs of someone who might be facing emotional concerns and learn best practices for offering support.

### **Starting March 19**

#### **"Interpersonal Communication: Social Skills for Success"**

Explore verbal and nonverbal communication to better understand how interpersonal communication may be interpreted by others.

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>.

## DAS Education

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### New Benefit Education Webcast: Understanding Your Health Insurance Benefits

Don't wait until you're sick to learn the details of your health insurance plan. DAS is now offering a monthly webcast, "Understanding Your Health Insurance Benefits". This webcast covers the State's health insurance benefit design, health insurance terms, the role of the primary care provider, and how to ensure you're getting the right care at the right place to best meet your needs.

Register at <https://das.iowa.gov/human-resources/employee-and-retiree-benefits/benefit-education>.

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.

### Additional 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 can sign-up for these webinars at <https://das.iowa.gov/human-resources/employee-and-retiree-benefits/benefit-education>.

#### **February 2019**

February 12	1:00-2:00 pm	RIC Deferred Compensation Introduction and Enrollment
February 13	12:00-1:00 pm	Continuing Benefits at Retirement: Part 1 BEFORE Medicare-Eligibility
February 19	9:00-10:00 am	RIC Deferred Compensation Ready to Retire and Take Income
February 20	10:00-11:00 am	Continuing Benefits at Retirement: Part 2 AFTER Medicare-Eligibility
February 26	1:00-2:00 pm	<b>New!</b> Understanding your Health Insurance Benefits

#### **March 2019**

March 7	9:00-10:00 am	<b>New!</b> Everything You Want to Know About Flexible Spending Accounts
March 12	9:00-10:00 am	RIC Deferred Compensation Introduction and Enrollment
March 12	11:00-Noon	Continuing Benefits at Retirement: Part 1 BEFORE Medicare-Eligibility
March 14	2:00-3:00 pm	<b>New!</b> Understanding your Health Insurance Benefits
March 19	1:00-2:00 pm	RIC Deferred Compensation Ready to Retire and Take Income
March 26	1:00-2:00 pm	Continuing Benefits at Retirement: Part 2 AFTER Medicare-Eligibility

The presentation schedule for the first half of 2019 is online at <https://das.iowa.gov/human-resources/employee-and-retiree-benefits/benefit-education>

### 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](mailto:PDS@iowa.gov).

### **March 2019**

March 5	Diversity Training for Employees (1/2 day class) - (MTS GI 450)
March 6	Fundamentals of Supervision (MTS NC 151)
March 7-8	Crucial Conversations (2 day class) - (MTS CC 101)
March 8	Shaping Effective & Engaged Teams (MTS ET 001)
March 12	Investigating Employee Misconduct (MTS NC 118)
March 12	Advanced Principles of Communication – Part 1 Authenticity (MTS AU 001)
March 13	Crucial Accountability (MTS CA 201)
March 14	The Servant Leader (MTS SL 001)
March 14	Contract Administration (MTS CP 514) (1/2 day class 8:30 am – 1:00 pm)
March 21-22	Human Relations Skills (2 day class) – (MTS SC 203)
March 26	Advanced Principles of Communication – Part 2 Communication (MTS AU 002)
March 27	Introduction to State Procurement (1/2 day class) – (MTS SP 001)
March 29	Ethical Issues in Today's Workplace (1/2 day class) – (MTS PT 992)

### **April 2019**

April 2	Cultural Competency (MTS CC 001)
April 2	Performance Evaluation (MTS NC 401)
April 3	Diversity Training for Managers (MTS GI 400)
April 4	Ethics of Leadership & Influence (MTS LI 001)
April 4	Dimensions of Behavior (1/2 day class) - (MTS GI 312)
April 8	Presentation Skills (MTS PT 998) *(New Class)*
April 9	Customer Service (MTS QM 002)
April 10-11	Project Management (2 day class) – (MTS PT 103)
April 11	From Interview to Hire (MTS NC 301)
April 12	Managing Stress & Workplace Accountability (MTS MS 001)
April 16	Thriving on Change - (MTS GI 163)
April 16	Leading Through Change – (MTS LC 001)
April 18	Dimensions of Leadership – (MTS GI 230)
April 23	Diversity Training for Employees (1/2 day class) – (MTS GI 450)
April 24-25	Crucial Conversations (2 day class) - (MTS CC 101)
April 26	Generational Diversity – (MTS GD 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](mailto:hrexpress@iowa.gov)