



## Group Insurance

### Mark Your Calendar for the 2020 Enrollment and Change Period September 30-October 29, 2019

The annual Enrollment and Change period 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 Health Care or Dependent Care Flexible Spending Account (FSA), or both, in 2020.

The next edition of “HRExpress” in October will contain more detailed information about benefits, premium rates, instructions on how to make changes, and schedules for informative webcasts. Here are some helpful highlights for employees to review in preparation:

- **Health Care Flexible Spending Account (FSA) Increase and FSA Sign-Up**
  - The maximum Health FSA contribution increases to **\$2,700 in 2020**, up from \$2,650 in 2019. The maximum Dependent Care FSA contribution remains at \$5,000.
  - **To participate in the Health Care Flexible Spending Account (FSA) or the Dependent Care FSA, or both, you must enroll each year in IowaBenefits.**
- **Health and Dental Enrollment for 2020** - If you do not make any changes to your health or dental insurance during this Enrollment and Change period, your 2019 health and dental options and coverage level will remain the same in 2020.
- **Health Insurance** - The Iowa Choice and National Choice options (for non-SPOC employees) and Alliance Select (for SPOC-covered employees only) will continue to be offered in 2020. There will be **NO CHANGES** in benefits for all three options for 2020.

## Health and Well-Being

### Make An Impact With Your Participation in the State’s One Gift Campaign

The [One Gift Campaign](#) gives State of Iowa employees the opportunity to donate to their choice of more than 400 [charitable agencies](#) through payroll deduction. Employee donations to One Gift stay in Iowa, impacting our neighbors, friends, and family. The charitable agencies you choose receive 100 percent of all donations you make.



The State of Iowa's annual One Gift Campaign runs from September 3-27, 2019. Please consider making a donation in 2020. Simply complete the [2020 One Gift Pledge Form](#) and forward it to your [One Gift Liaison](#) or Human Resources Associate.

## Online Wellness Seminars Through EAP Tackle Everyday Topics and Challenges

KEPRO, the State's provider of Employee Assistance Program (EAP) services, offers on-demand monthly online seminars covering various topics. Seminars may be found [here](#). Use the company code: IOWA.

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

**Available starting September 17**

### **"Maximizing Your Day: Effective Time Management"**

Better understand basic time management principles and what characteristics make effective time managers.

**Available starting October 15**

### **"Emotional Wellness: Building Better Mental Health"**

Gain coping strategies for dealing with adversity in a constructive way, and develop structured mechanisms for building better mental health.

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 the [DAS Employee Assistance webpage](#).

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## Retirement Savings

### Not Yet Saving In RIC?

The Retirement Investors' Club (RIC) provides State of Iowa employees the opportunity to enroll for savings through automatic payroll deduction. You may contribute as little as \$25 per month. The State matches your contributions up to \$75 per month which gives you an extra \$900 per year toward future income needs. Check out the enrollment options [here](#).

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## DAS Education

### Make the Most of Your Employee Benefits: Register Now!

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.

Sign-up for these important webinars [here](#).

#### **September 2019**

September 10	9:00 - 10:00 a.m.	RIC Deferred Compensation Introduction and Enrollment
September 17	11:00 - Noon	Continuing Benefits at Retirement: BEFORE Medicare-Eligibility
September 17	1:00 - 2:00 p.m.	RIC Deferred Compensation Ready to Retire and Take Income
September 19	9:00 - 10:00 a.m.	Continuing Benefits at Retirement: AFTER Medicare-Eligibility

## **October 2019**

October 1	9:00 - 10:00 a.m.	2020 Enrollment and Change
October 2	9:00 - 10:00 a.m.	Flexible Spending Accounts
October 3	1:00 - 2:00 p.m.	2020 Enrollment and Change
October 8	10:00 - 11:00 a.m.	2020 Enrollment and Change
October 8	1:00 - 2:00 p.m.	RIC Deferred Compensation: Introduction and Enrollment
October 9	1:00 - 2:00 p.m.	Flexible Spending Accounts
October 10	11:00 a.m. - Noon	2020 Enrollment and Change
October 14	10:00 - 11:00 a.m.	Flexible Spending Accounts
October 15	9:00 - 10:00 a.m.	RIC Deferred Compensation: Ready to Retire and Take Income
October 15	12:00 - 1:00 p.m.	2020 Enrollment and Change
October 16	1:00 - 2:00 p.m.	Flexible Spending Accounts
October 17	2:00 - 3:00 p.m.	2020 Enrollment and Change
October 21	9:00 - 10:00 a.m.	2020 Enrollment and Change
October 22	9:00 - 10:00 a.m.	Continuing Benefits at Retirement: BEFORE Medicare-Eligibility
October 22	1:00 - 2:00 p.m.	2020 Enrollment and Change
October 24	1:00 - 2:00 p.m.	Continuing Benefits at Retirement: AFTER Medicare-Eligibility
October 29	10:00 - 11:00 a.m.	Special Presentation RIC-AIG Social Security and Your Retirement

The [presentation schedule](#) for 2019 is available on the DAS website.

## **Keep Your Career Skills Up To Date - Check Out the PDS Training Schedule**

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 on our [Training Courses webpage](#).

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 [here](#) or, if your organization does not have a Training Liaison, you may submit your registration form directly to [PDS@iowa.gov](mailto:PDS@iowa.gov).

## **October 2019**

October 1-2	Project Management, (2-day course) (MTS PT 103)
October 3	Introduction to State Procurement, (½-day course) (MTS SP 001)
October 8	Diversity Training for Employees (½-day course) *offsite Cedar Rapids, 8 a.m.-12noon (MTS GI 450)
October 8	Diversity Training for Employees (½-day course) *offsite Cedar Rapids, 12:30-4 p.m. (MTS GI 450)
October 8	Investigating Employee Misconduct (MTS NC 118)
October 10	Ethics of Leadership & Influence (MTS LI 001)
October 10	Thriving on Change (MTS GI 163)
October 16	Managing Stress & Workplace Accountability (MTS MS 001)
October 17	Ethical Issues in the Workplace (day class) (MTS PT 992)
October 18	Cultural Competency (MTS CC 001)
October 22	Leading Through Change (MTS LC 001)
October 24	Strategic Planning & Systems Thinking (MTS ST 001)
October 28	The Servant Leader (MTS SL 001)
October 29	Crucial Accountability (MTS CA 201)
October 30	Developing Employees (MTS DE 101)
October 30	Project Management Fundamentals (MTS PT 123)
October 31	Advanced Principles of Communication-Part 1 Authenticity (MTS AU 001)

## **November 2019**

- November 4 Professional Impact (MTS GI 084)
- November 5-6 Crucial Conversations (2-day course) (MTS CC 101)
- November 5 Discipline, Grievance, and the Merit System (MTS NC 903)
- November 6 Dimensions of Leadership (MTS GI 230)
- November 7 Dimensions of Behavior (MTS GI 312)
- November 12 Diversity Training for Employees (½ day course) (MTS GI 450)
- November 12 Enhancing Team Membership (MTS TM 001)
- November 13 Advanced Procurement (MTS AP 001)
- November 14 From Interview to Hire (MTS NC 301)
- November 14 Advanced Principles of Communications Part 2: Coaching (MTS AU 002)
- November 19 Emotional Intelligence (MTS EI 201)

## **December 2019**

- December 3 Diversity Training for Employees (½ day course) (MTS GI 450)
- December 10 Fundamentals of Supervision (MTS NC 151)
- December 10 Managing Conflict & Resistance in the Workplace (MTS GI 165)
- December 11 Diversity Training for Managers (MTS GI 400)
- December 12 Performance Evaluation (MTS NC 401)
- December 12 Shaping Effective & Engaged Teams (MTS ET 001)
- December 17 Crucial Accountability (MTS CA 201)
- December 18 Generational Diversity (MTS GD 001)
- December 20 Intro to State Procurement (½ day course) (MTS SP 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)