



News and information from the Iowa Department of Administrative Services, Human Resources Enterprise

# HREXPRESS

December 2019

Risk & Benefits Management

Organizational Performance

Employment Services

## State of Iowa Insurance

### State Employees Save Money With Blue365

Employees covered under the State health insurance plan have access to a free member program to receive money-saving deals on health-related products and services through Blue365, a program offered by Wellmark.

Get exclusive discounts on items like fitness trackers, meal kits, travel, eyewear, running shoes, gym memberships, and more!

Go to [Wellmark.com/Blue365](http://Wellmark.com/Blue365) to register today!

## Health and Well-Being

### Voluntary Vision Insurance: Open Enrollment Starts in January

The Automatic Payroll Deduction (APD) program offers State of Iowa employees payroll deduction for insurance products not offered in the State benefit package.

Open enrollment for **voluntary vision coverage** is from **January 1, 2020, to February 28, 2020**. The effective coverage date is April 1, 2020.

Information about voluntary vision coverage is available at [www.benefitiowa.com](http://www.benefitiowa.com).

**Please note:**

*The State of Iowa does not endorse or sponsor any APD vendor, or the products and services they provide, and assumes no responsibility for any purchases or disputes between individual employees and the vendors. All arrangements are strictly between the employee, as a consumer, and the insurance company.*

### Health and Well-Being Resource Seminars

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

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

**Starting December 17**

**“Examining Relationships: Healthy vs. Unhealthy”**

Examine different types of relationships – from family and friendship, to romantic and professional – while learning to recognize healthy and unhealthy relationships.

**Starting January 21**

**“Your Financial Checkup”**

Walk through a “financial checkup,” guiding you through the necessary steps to examine your finances.

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>.

## Financial Fitness

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### **“Conquering Student Loan Debt” Webcast**

**Thursday, December 19, 2:00-3:00 p.m.**

More than 44 million Americans have an outstanding student loan, and it isn’t just the younger generations. Although borrowers in the Generation X age group had an average of nearly \$40,000 in student loans in 2017, the next most indebted age group was Baby Boomers, with an average student loan debt of over \$36,000. With this level of debt, it might seem difficult to plan for long-term savings.

Join David Dykstra, Financial Advisor with AIG Retirement Services, for an informative [webcast](#) designed for employees with outstanding student loans, looking for strategies to manage debt and prepare for their financial future.

### **Saving for Qualified Education Expenses**

The College Savings Iowa 529 plan can make funding your family’s educational future easy. Accounts can be opened for anyone and withdrawals on savings and earnings are tax free when used at any eligible educational institution for qualified expenses.\*



Contributing to an account is simple with recurring contributions from a personal bank account. Iowa taxpayers can also receive additional state tax benefits based on their contributions. Learn more and enroll at

<https://www.collegesavingsiowa.com/>

\*If withdrawals are not qualified, the deductions must be added back to Iowa taxable income. Adjusted annually for inflation.

# Retirement Savings



## A Note from IPERS

IPERS and Social Security are only part of your retirement savings plan. Make sure you also have a personal savings plan such as the [State of Iowa Retirement Investors' Club \(RIC\)](#).

Watch this short video "[Is IPERS Enough?](#)" to learn if you are on the right path toward a financially secure retirement.

## Internal Revenue Service 457 Limits Going Up for 2020!

The Retirement Investors' Club (RIC) is the State of Iowa's voluntary retirement savings program allowing you to set aside a portion of your salary for use as income in retirement. Through automatic payroll deduction, you choose how much to save per paycheck up to the IRS maximum annual limits ([see additional contribution information](#)).



### IRS 457 maximum contribution limits

Year	Regular limit	Age 50+ Limit	3-Year Catch-Up Limit
2020	\$19,500	\$26,000	\$39,000
2019	\$19,000	\$25,000	\$38,000

**Existing participants** - You may make changes to your contribution amount and tax treatment (pretax and Roth) at any time by completing the [RIC Account Form](#) and submitting it as instructed on the form. If you want to change your contributions for January 2020, you must submit your completed *RIC Account Form* no later than December 31, 2019.

**New to RIC?** Check out the great benefits and find out how to enroll by visiting [the RIC website](#).

## News from Your Retirement Investors' Club (RIC) Providers

From time to time, one or more of the RIC providers (AIG, Horace Mann, MassMutual, Voya) share tools and information to assist retirement savers with planning and investment strategies. See current messages from the providers below.



### Setting Financial Goals

Preparing for your financial future requires setting goals and creating a plan to reach them. To do this, start with a list of short, medium, and long-term goals based on your needs, wants, and values.

Rank your list and create action steps for each goal. Consider breaking larger goals into smaller tasks to help you feel like you are making progress and to stay motivated.

When saving toward a goal, consider where the money will come from and how much you can spare in your day-to-day expenses. Utilize the [AIG savings calculators](#) and evaluate progress toward your financial goals often, celebrating success and adjusting anything that may not be working.

If you need assistance setting financial goals, schedule time with one of our dedicated financial advisors by calling 888-569-7055.



### **Make Retirement a Priority**

It is estimated that you will need 70 to 80 percent of your current income to maintain a similar way of life after you retire. For example, if your annual salary is \$50,000, you may need \$35,000 to \$40,000 a year in retirement to continue your current lifestyle. Personal goals and plans for retirement vary. The key is to identify what your goals are and the sources of income available to help you get there. If there's a gap between where you are and your goals, you may be able to tweak your current savings and employer's retirement plan to help you save more.

If you need help finding a way to close the gap, contact a Horace Mann representative or log on to <http://www.horacemann.com/Iowa/RetirementInvestorsClub>.

## **::: MassMutual**

On November 6, 2019, MassMutual rolled out two-factor authentication - an update to the [RetireSMART.com](https://www.massmutual.com/iowaric) website that requires retirement plan participants to activate an extra layer of security.

To activate this security, go to [www.massmutual.com/iowaric](https://www.massmutual.com/iowaric) and enter your existing login credentials. From there, you will be guided through steps to establish a new, even stronger and more secure username and password that requires an email address and a phone number for verification.

Don't delay. Safeguard your account information by updating your login credentials now. If you have questions or need assistance with the new login process, please call 800-743-5274.

## **DAS Education**

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### **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.

Click on the webcast to register.

#### **December 2019**

December 19 2:00 - 3:00 p.m. **Special Presentation** [RIC - AIG Conquering Student Loan Debt](#)

#### **January 2020**

January 14 9:00 - 10:00 a.m. [RIC Deferred Compensation Introduction and Enrollment](#)  
January 21 1:00 - 2:00 p.m. [RIC Deferred Compensation Ready to Retire and Take Income](#)  
January 28 9:00 - 10:00 a.m. [Continuing Benefits at Retirement: BEFORE Medicare-Eligibility](#)  
January 30 1:00 - 2:00 p.m. [Continuing Benefits at Retirement: AFTER Medicare-Eligibility](#)

## 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 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).

### **January 2020**

January 7	Investigating Employee Misconduct (MTS NC 118)
January 7-8	Crucial Conversations (2 day course) (MTS CC 101)
January 8-9	Project Management (2 day course) (MTS PT 103)
January 9	Diversity Training for Employees (½ day course) (MTS GI 450)
January 14	Managing Effective Meetings (MTS MT 001)
January 15	Thriving on Change (MTS GI 163)
January 16	From Interview to Hire (MTS NC 301)
January 23	Dimensions of Behavior (½ day course) (MTS GI 312)
January 28	Developing Employees (MTS DE 101)
January 30	Work/Life Balance Strategies: Day 1 (MTS WL 001)

### **February 2020**

February 4	Diversity Training for Employees (1/2 day) (MTS GI 450)
February 4	Discipline, Grievance & the Merit System (MTS NC 903)
February 5-6	Crucial Conversations (2 day) (MTS CC 101)
February 6	Managing Effective Meetings (MTS MT 001)
February 12	Performance Evaluation (MTS NC 401)
February 18	Introduction to State Procurement (MTS SP 001)
February 18	Work/Life Balance Strategies: Day 1 (MTS WL 001)
February 19	Dimensions of Leadership (MTS GI 230)
February 20	Ethics in Today's Workplace (MTS PT 992)
February 21	Crucial Accountability (MTS CA 201)
February 21	Enhancing Team Membership (MTS TM 001)
February 25	Diversity Training for Managers (MTS GI 400)
February 25	Cultural Competency (MTS CC 001)
February 26	Advanced Principles of Communication: Part 1-Authenticity (MTS AU 001)
February 26	Project Management Fundamentals (MTS PT 123)
February 27	Managing Conflict & Resistance (MTS GI 165)
February 27	Workplace Harassment (½ Day course) (MTS GI 425)
February 28	Professional Impact (MTS GI 084)

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)