



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

# HREXPRESS

February 2018

Risk & Benefits Management

Organizational Performance

Employment Services

## Welcome to “HRExpress”

Welcome to the first issue of “HRExpress,” a newsletter for State of Iowa employees from the Department of Administrative Services - Human Resources Enterprise. This bi-monthly newsletter replaces “Benefit News,” and will include human resources news, training/educational opportunities, general topics of interest and, of course, important information about your benefits.

“HRExpress” will be delivered to you by email every other month. It will include short introductions with links to take you to each article. At the end of the email message, a link will take you to a full copy of the newsletter. This allows you to scroll through the entire newsletter issue at one time, or print it out to read later or share with your co-workers who may not have easy access to email or a State computer.

We hope you enjoy “HRExpress” and encourage you to provide story ideas for future issues using the contact information included at the end of the email message

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## Mail Order Prescription Benefit Saves Time and Money

We live in a world where just about everything can be purchased on the Internet - music, movies, clothes, and even groceries can be shipped right to your home! Now, you can add your prescription medications to that list and avoid waiting in line or driving to the pharmacy.

Using the State of Iowa health plan mail order prescription benefit is very convenient. Simply place your order over the phone or online and have your prescriptions shipped directly to whatever location you choose. With the mail order prescription service through CVS/caremark, your medicine arrives safely, in plain packaging at no extra cost. You will also be told when a shipment is on the way so you can make changes or cancel at any time.

While convenience is an important consideration, so is cost. With the mail order pharmacy benefit, you can receive a 90-day supply of your medication for the cost of just two copays. Normally, at the retail pharmacy, you would pay three copays for a 90-day supply.

### Consider this example

You are enrolled in either Iowa Choice or National Choice and you are prescribed Tier 2 medication. The copay for the prescription is \$25 for a 30-day supply. If the prescription is filled at a retail pharmacy every month, you will spend \$300 per year for the prescription.

Now, consider if you use the mail order prescription benefit. For a 90-day supply, your copay will be \$50 - just two copays of \$25. Because you get a 90-day supply, you will only refill the prescription approximately four times a year, paying \$200 per year for your copay. That’s a savings of \$100 per year for just one prescription. Think what your savings could be if you or your covered family members have more than one prescription.

### Here’s how to get started

Filling your prescriptions through the mail is secure and confidential. To get started, ask your doctor for two prescriptions. One for a short term, 30-day supply, to use immediately and a second 90-day supply with refills for the pharmacists at the mail order pharmacy.

For next steps, more information, and to create an account, follow the instructions on the [CVS/caremark](#) website.

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## Make Informed Choices About Your Health Care Experience

Did you know you have access to a valuable tool that can help take the guesswork out of going to the doctor? With the myWellmark® Care Finder you can quickly and easily gain valuable information about the cost, quality, and accessibility of your care, based on the specifics of the State of Iowa health plan.

The myWellmark® Care Finder can help you:

- Know the cost of your care up-front by searching common health care services for a cost estimate based on the State plan's benefits and your current out-of-pocket costs.
- Research the quality of care by comparing doctors using performance-based quality scores. Or, you can search for facilities based on their reputation and expertise.
- Read patient reviews. You may select a doctor using patient ratings and comments or leave feedback about your own care experiences.
- Learn the best in-network places for you to access care when and where it's needed.

The more information you have, the more confident you are in the care you and your family members receive. With this knowledge also comes power to make good choices when it comes to your family's health care experience.

[Log in](#) today and learn more. Not registered yet? Get started at [Wellmark.com](#) using your Wellmark ID card.

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## Get Fast Care From Your Favorite Chair with Doctor on Demand

Now, you can visit a doctor from just about anywhere with your smartphone or tablet and a new health benefit - Doctor on Demand™. With Doctor on Demand, you can video chat with a doctor online and get treatment and prescriptions for the most common medical conditions - all from the comfort of home.

Convenience isn't the only advantage of Doctor on Demand. It is also affordable. The copay for a visit with Doctor on Demand is \$10 for most State of Iowa employees.

Later this month, Wellmark will send out more information about creating a Doctor on Demand account to get you started. To receive this email, you must be registered with [myWellmark](#)®.

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## Advance Your Knowledge with PDS Certificates

Performance & Development Solutions (PDS) offers learning opportunities for State employees at all levels, including those who are new to state government, supervisory staff, executive management, and professional/technical staff. Among the PDS offerings are four certificate programs designed to engage employees at every level in State government. Each program requires participation in specified classes offered throughout the year.

### Professional Development Certificate

This program is designed for new State of Iowa employees to help them become familiar with State government and support their success as they become oriented into their position.

### Advanced Professional Development Certificate

This certificate program is designed to enhance the skills of seasoned State of Iowa employees who have completed the initial Professional Development Certificate.

### Leadership Development Certificate

Employees who are new to a management role or who are seeking a future management role will want to pursue the Leadership Development Certificate to assist with developing leadership skills for careers in State government.

### Advanced Leadership Development Certificate

Strongly recommended for State employees in managerial or supervisory positions, the Advanced Leadership Development Certificate focuses on policy-specific advanced leadership skills.

For more information and listings of required classes for any of these certificate programs, visit <https://das.iowa.gov/human-resources/training-and-development/certificate-programs>.

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## PDS Training Schedule: March - April 2018

Performance & Development Solutions (PDS) offers a variety of classroom learning opportunities designed to meet a variety of employee development needs. 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 now included at no additional cost as part of your

agency's training utility fee. Browse through the [Course Catalog](#) for details on all of the PDS offerings, and see page 5 for the list of courses offered without an additional charge.

To enroll in any of the classroom seminars, please complete the course registration [form](#), and include the appropriate signatures. Once completed, return the form to your departmental Training Liaison. If your organization does not have a Training Liaison, please submit your registration form directly to [PDS@iowa.gov](mailto:PDS@iowa.gov).

PDS training courses for February-April 2018 are listed below:

### **March 2018**

<b>March 1</b>	Diversity Training for Mgrs (MTS GI 400) (@Iowa Lottery-open to all)
<b>March 7</b>	Advanced Principles of Comm.—Part 1 Authenticity (MTS AU 001)
<b>March 9</b>	Shaping Effective & Engaged Teams (MTS ET 001)
<b>March 15</b>	Fundamentals of Supervision (MTS NC 151)
<b>March 20</b>	Ethical Issues in Today's Workplace (MTS PT 992)
<b>March 22</b>	Human Relations—Day 1 (MTS SC 203)
<b>March 22</b>	State Government Foundations (½ day) (MTS GF 001)
<b>March 23</b>	Human Relations—Day 2 (MTS SC 203)
<b>March 27</b>	Introduction to State Procurement (1/2 day) (MTS SP 001)
<b>March 28</b>	Advanced Principles of Comm.—Part 2 Coaching (MTS AU 002)
<b>March 30</b>	The Servant Leader (MTS SL 001)

### **April 2018**

<b>April 3</b>	Dimensions of Behavior (1/2 day) (MTS GI 312)
<b>April 3</b>	Thriving on Change (MTS GI 163)
<b>April 4</b>	Cultural Competency (MTS CC 001)
<b>April 6</b>	Ethics of Leadership & Influence (MTS LI 001)
<b>April 10</b>	Customer Service (MTS QM 002)
<b>April 11</b>	From Interview to Hire (MTS NC 301)
<b>April 12</b>	Managing Stress & Workplace Accountability (MTS MS 001)
<b>April 17</b>	Leading Through Change (MTS LC 001)
<b>April 19</b>	Performance Evaluation (MTS NC 401)
<b>April 20</b>	Generational Diversity (MTS GD 001)
<b>April 23</b>	Dimensions of Leadership (MTS GI 230)
<b>April 26</b>	Enhancing Team Membership (MTS TM 001)

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## **Benefit Education Offerings: February - April 2018**

Benefit knowledge is power, but employee benefits can be confusing. Make the best use of your State of Iowa benefits with benefit education opportunities offered by DAS-HRE staff.

The benefit education 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](#) here to reserve your spot today!

### **February 2018**

<b>Feb 21 1:00 – 2:00 p.m.</b>	Continuing Insurance Benefits at Retirement: Before Medicare-Eligibility
<b>Feb 27 9:00 – 10:00 a.m.</b>	Continuing Insurance Benefits at Retirement: After Medicare-Eligibility

### **March 2018**

<b>March 6 9:00 – 10:00 a.m.</b>	RIC Deferred Compensation Introduction and Enrollment
<b>March 13 1:00 – 2:00 p.m.</b>	RIC Deferred Compensation Ready to Retire and Take Income
<b>March 20 11:00 a.m. – 12:00 p.m.</b>	Continuing Insurance Benefits at Retirement: Before Medicare-Eligibility
<b>March 27 11:00 a.m. – 12:00 p.m.</b>	Continuing Insurance Benefits at Retirement: After Medicare-Eligibility

### **April 2018**

<b>April 3 1:00 – 2:00 p.m.</b>	RIC Deferred Compensation Introduction and Enrollment
<b>April 10 9:00 – 10:00 a.m.</b>	RIC Deferred Compensation Ready to Retire and Take Income
<b>April 18 9:00 – 10:00 a.m.</b>	Continuing Insurance Benefits at Retirement: Before Medicare-Eligibility
<b>April 26 1:00 – 2:00 p.m.</b>	Continuing Insurance Benefits at Retirement: After Medicare-Eligibility

## EAP Monthly On-Demand Webcast

### Monthly Online Webcast Title

Self-Care: Remaining Resilient  
Your Routine Financial Check-up  
Maintaining Respect and Civility in the Workplace

### Available on demand starting

February 20, 2018  
March 20, 2018  
April 17, 2018

**Broadcast Length:** 50 minutes

**How to Access:** Go to the EAP website at <http://www.EAPHelpLink.com>. Enter the code **IOWA** and look for Online Seminars in the lower right hand corner of the page, or you can search for them by title.

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## IPERS' Ready, Set, Retire

Limited seating is still available for IPERS' "Ready, Set, Retire." Contact IPERS at 800-622-3849 for more information or to register for one of the following presentation dates:

March 1, 2018  
March 15, 2018  
April 4, 2018  
April 19, 2018  
May 9, 2018  
May 22, 2018  
June 6, 2018  
June 21, 2018

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)