



HREXPRESS

August 2018

Risk & Benefits Management	Organizational Performance	Employment Services
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Learn More About Your Benefits - August 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. Register to reserve your spot today!

Aug 2018

Aug. 7	9:00 - 10:00 am	RIC Deferred Compensation: Introduction and Enrollment	Register
Aug. 14	1:00 - 2:00 pm	RIC Deferred Compensation: Ready to Retire and Take Income	Register
Aug. 21	10:00 - 11:00 am	Continuing Benefits at Retirement: Before Medicare-Eligibility	Register
Aug. 30	10:00 - 11:00 am	Continuing Benefits at Retirement: After Medicare-Eligibility	Register

The 2018 presentation calendar is at <https://das.iowa.gov/event-calendar-date>.

Save Time and Money on Your Healthcare

When you experience an illness or injury, considering the cost of services in different healthcare settings can help save both time and money. Learn more about [comparing the cost of care](#) from Wellmark Blue Cross and Blue Shield®.

If you still have questions after reading the flier, you can always call BeWell 24/7SM, a free service for Wellmark members. BeWell 24/7 staff can talk about your particular symptoms, condition, and medications. They can also help you find a healthcare provider in your network if you need one.

Delta Dental's Member Satisfaction Survey

Delta Dental conducts a survey of its members every other year to measure satisfaction levels and identify areas for improvement. The Delta Dental Member Satisfaction Survey is voluntary and your answers are kept confidential. The State of Iowa will only receive a summary report of pooled responses.

You may access the survey at <https://www.research.net/r/2018DDIASSS> through **August 31, 2018**.

Thank you in advance for your participation.

Can I Roll Over Funds Into My RIC Account?

If you have assets in an outside retirement account (such as traditional or rollover IRA, 403b, TSA, or 401k), you may be able to combine those funds by making a non-taxable transfer, also known as a rollover, into your Retirement Investors' Club (RIC) account.

It is important to check the terms of your outside retirement account for possible surrender fees or restrictions. When you roll money into RIC, you have the option to take distributions or roll the money out at any time without product restrictions or penalties.

Consolidating your retirement accounts may be helpful in several ways:

- **Cost** – Many retirement accounts have an annual fee but RIC does not. Even our fixed rate accounts (current rates - subject to change - are from 2.0 to 3.25 percent) have no fees or maturity dates. RIC's mutual funds have no sales charges (also known as sales



loads) and share pricing is lower than many retail IRA investments.

- **Reduce clutter** – Cut down on the amount of mail, number of statements and reports, phone and PIN numbers, etc.
- **Maintenance** – Maintaining investment selections, beneficiary information, and account information is simpler when you have just one provider.
- **Death benefits** – Your beneficiaries will only need to address one retirement account provider.
- **Investment selection** – RIC offers over 100 diversified low-cost mutual funds, including target date funds, guaranteed interest accounts, and self-directed brokerage accounts.
- **No-cost advisor services** – RIC provider representatives help you plan, save, and invest at no extra cost.

It's worth comparing the benefits and low-cost investment options available in the RIC with your outside retirement accounts. Participants interested in rolling assets into RIC can contact their RIC provider representative to get the ball rolling.

Not enrolled in RIC yet? Click [here](#) to get started.

Managing Your Life Insurance Beneficiaries Is Simple in IowaBenefits

While not always top of mind, making sure your life insurance benefits will go to your intended beneficiaries is very important. Having an up-to-date beneficiary designation will help ensure prompt payment of life insurance benefits upon your death.

Your life insurance beneficiaries can be added or changed in [IowaBenefits](#) any time during the year and as many times as you wish.

The Standard Life Insurance Company's "Things to Consider When Completing A Beneficiary Designation for Life Insurance" and "Beneficiary Designation Frequently Asked Questions" are available on the [Life Insurance Beneficiaries](#) webpage.

Employee Assistance Program (EAP) Online Seminar

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

Starting August 21	Technology and Keeping Your Kids Safe Helpful tips on to avoid the risks facing children online.
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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 August and September are:

August 2018

August 1	State Government Foundations (MTS GF 001) (1/2 day)
August 1	Ethics of Leadership (MTS LI 001)
August 2	Project Management Fundamentals (MTS PT 123)
August 2	Crucial Conversations (MTS CC 101) - Day 1
August 3	Crucial Conversations (MTS CC 101) - Day 2
August 7	Cultural Competency (MTS CC 001)
August 14	Diversity Training for Employees (MTS GI 450) (1/2 day)
August 14	Discipline, Grievance & the Merit System (MTS NC 903)
August 15	Customer Service (MTS QM 002)
August 16	Contract Administration (MTS CP 514)
August 16	Thriving on Change (MTS GI 163)
August 23	Leading Through Change (MTS LC 001)
August 27	Strategic Planning & Systems Thinking (MTS ST 001)
August 28	Diversity Training for Managers (MTS GI 400)
August 28	Investigating Employee Misconduct (MTS NC 118)
August 29	Listening - The Forgotten Skill (MTS GI 003)
August 31	Enhancing Team Membership (MTS TM 001)

Sept. 2018

Sept. 5	Fundamentals of Supervision (MTS NC 151)
Sept. 5	Project Management (MTS PT 103)-Day 1
Sept. 6	Project Management (MTS PT 103)-Day 2
Sept. 7	Generational Diversity (MTS GD 001)
Sept. 11	Disciplines, Grievance, & Merit System (MTS NC 903)
Sept. 11	Advanced Principles of Communication-Part 1 Authenticity (MTS AU 001)
Sept. 13	Professional Impact (MTS GI 084)
Sept. 13	Dimensions of Behavior (MTS GI 312) (1/2 day)
Sept. 17	Managing Your Time & Priorities (MTS GI 090)
Sept. 19	Managing Stress & Workplace Accountability (MTS MS 001)
Sept. 20	Managing Conflict & Resistance in the Workplace (MTS GI 165)
Sept. 21	Intro to State Procurement (MTS SP 001) (½ day class)
Sept. 21	Shaping Effective & Engaged Teams (MTS ET 001)
Sept. 25	Investigating Employee Misconduct (MTS NC 118)
Sept. 25	Advanced Principles of Communication-Part 2 Coaching (MTS AU 002)
Sept. 26	Contract Administration (MTS CP 514)
Sept. 27	Crucial Conversations (MTS CC 101) - Day 1
Sept. 27	Human Relations (MTS SC 203)-Day 1
Sept. 28	Crucial Conversations (MTS CC 101) - Day 2
Sept. 28	Human Relations (MTS SC 203)-Day 2

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