



Group Insurance

Newer. Better. Easier: myWellmark®

myWellmark® is a personalized website with the tools, resources, and insights you need to help manage your healthcare 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. As a State of Iowa employee, you now have a valuable updated resource to help you take the guesswork out of your healthcare coverage.

With the new [myWellmark](#) service, you can:

- View claims, statements, and receive an explanation of benefits online.
- Get estimates for cost of care.
- Find an in-network provider and get patient reviews.
- Access tips and resources to live a healthier life with exclusive information from “WebMD.”

When you're better informed, you'll be more confident in the care you're getting and better equipped to improve your overall well-being. [Log in](#) today to learn more.

Not registered yet? Just use your Wellmark ID card to get started. Register for [myWellmark](#) today.

Retirement Savings

Some Retirement Investors' Club (RIC) Participants May See Reduced Income Taxes

Participation in the State of Iowa Retirement Investors' Club (RIC) may give some State employees a chance to reduce their individual income tax by up to \$1,000 (or \$2,000 if married filing jointly) with the Internal Revenue Service's (IRS) Saver's Credit.

The Saver's Credit is available to RIC participants who:

- Make contributions to their RIC account through payroll deductions (pre-tax or Roth).
- Are age 18 or older and are not full-time students.
- Are not claimed as a dependent on another person's tax return.
- Meet the income limits set by the IRS ([see limits here](#)).

An Example of Possible Tax Savings

Kim contributes the maximum of \$2,000 to her RIC account during the calendar year 2018. Her adjusted gross income

for the year is \$28,000 and she files as Head of Household. According to the [IRS income limits](#), she qualifies for a tax credit (a credit against taxes owed) of 50 percent of the amount she contributed to RIC. In Kim's case, the tax credit is worth \$1,000.

This Saver's Credit is on your tax forms and tax advisors can answer questions about whether or not you qualify. See the [RIC Saver's Credit webpage](#) or the [IRS website](#) for additional information.

Not Yet Participating In RIC?

The Retirement Investors' Club (RIC) provides State of Iowa employees the opportunity to save a little or a lot toward retirement. You may contribute as little as \$25 per month through payroll deduction. The State pays match contributions up to \$75 per month. The total annual match allows you to invest an extra \$900 per year toward future income needs.

Other Benefits

Important Flexible Spending Account (FSA) Deadline April 15

Time is running out if you have not filed claims for reimbursement from your 2018 Flexible Spending Accounts (FSAs). April 15, 2019, is the deadline to file dependent care claims incurred from January 1, 2018, through March 15, 2019, and for health claims incurred from January 1, 2018, through December 31, 2018.

You may submit claim requests and supporting documents to ASI, the State's third-party FSA administrator, in one of the following ways:

- Mobile app. Please note, your login is case sensitive.
- Online. Log into your ASI account [here](#) and attach a pdf version of your supporting documentation to your claim request.
- Fax a claim form and supporting documentation to 877-879-9038.
- Mail your claim to ASIFlex, P.O. Box 6044, Columbia, MO 65205-6044.

Access [claim forms](#) online and read more about [submitting claim forms](#) on the DAS website today.

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 [here](#). Use the company code: **IOWA**.

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

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.

Starting April 16

"Understanding Resilience"

Delve into techniques for becoming more resilient and understanding the first step is acknowledging one's own feelings.

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](#).

DAS Education

Benefit Education Presentations: 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](#).

March 2019

March 12	9:00 - 10:00 am	RIC Deferred Compensation Introduction and Enrollment
March 12	11:00 am - Noon	Continuing Benefits at Retirement: Part 1 BEFORE Medicare-Eligibility
March 14	2:00 - 3:00 pm	New! 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

April 2019

April 9	1:00 - 2:00 pm	RIC Deferred Compensation Introduction and Enrollment
April 10	9:00 - 10:00 am	New! Understanding your Health Insurance Benefits
April 11	1:00 - 2:00 pm	Continuing Benefits at Retirement: Part 1 BEFORE Medicare-Eligibility
April 16	9:00 - 10:00 am	RIC Deferred Compensation Ready to Retire and Take Income
April 17	2:00 - 3:00 pm	Continuing Benefits at Retirement: Part 2 AFTER Medicare-Eligibility

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

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

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 (½-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 (½-day class) – (MTS GI 450)
 April 24-25 Crucial Conversations (2-day class) - (MTS CC 101)
 April 26 Generational Diversity – (MTS GD 001)

May 2019

May 1 Emotional Intelligence – (MTS EI 201)
 May 2 Managing Conflict & Resistance in the Workplace – (MTS GI 165)
 May 2 Listening the Forgotten Skill – (MTS GI 003)
 May 7 Discipline, Grievance & the Merit System – (MTS NC 903)
 May 7 Diversity Training for Employees (½-day class) – (MTS GI 450)
 May 8 Project Management Fundamentals – (MTS PT 123)
 May 9 Developing Employees – (MTS DE 101)
 May 10 Enhancing Team Membership – (MTS TM 001)
 May 14 Managing Your Time & Priorities – (MTS GI 090)
 May 14-15 Crucial Conversations (2-day class) - (MTS CC 101) ****JUST ADDED****
 May 16 Advanced Principles of Communication – Part 1 Authenticity – (MTS AU 001)
 May 16 Contract Administration – (MTS CP 514)
 May 20 Strategic Planning & Systems Thinking – (MTS ST 001)
 May 21 Investigating Employee Misconduct – (MTS NC 118)
 May 21 Introduction to State Procurement (½-day class) – (MTS SP 001)
 May 22 Professional Impact - (MTS GI 084)
 May 22 Crucial Accountability – (MTS CA 201)
 May 23 Diversity Training for Managers - (MTS GI 400)
 May 28 Advanced Procurement Certification (MTS AP 001)
 May 28 Fundamentals of Supervision (MTS NC 151)
 May 31 Shaping Effective & Engaged Teams (MTS ET 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