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Welcome to the third quarter 2011 edition of *Benefit News*, brought to you by the DAS Benefits Team, providing you with the most up-to-date information about the State of Iowa’s employee benefits.

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2012 ENROLLMENT AND CHANGE

2012 ENROLLMENT AND CHANGE PERIOD

The 2012 enrollment and change period will be from **October 17, 2011** through **November 17, 2011**.

Following are the benefits and actions that you can take during the 2012 enrollment and change period.

Health Insurance	<ul style="list-style-type: none"> ● Enroll in a health insurance plan. ● Change your health insurance plan. ● Add or remove eligible family members from your health insurance plan.
Dental Insurance	<ul style="list-style-type: none"> ● Enroll in dental insurance. ● Add or remove eligible family members from dental insurance.

Flexible Spending Accounts	<ul style="list-style-type: none"> • Enroll in one or both of the Flexible Spending Accounts.
Supplemental Life Insurance	<ul style="list-style-type: none"> • Apply to increase or decrease supplemental term life insurance.
Premium Conversion	<ul style="list-style-type: none"> • Change your pre-tax premium conversion selection.

More information about the 2012 enrollment and change period will be available from your Personnel Assistant and the DAS Benefits website in October. Stay tuned!

WHAT'S NEW IN 2012?

You can now create your own username and password to login to **IowaBenefits**. (See the *IowaBenefits* article below.)

There will be an **open dental enrollment** during the 2012 enrollment and change period. (See the *Dental Open Enrollment* article below.)

COVERAGE FOR YOUR DEPENDENT CHILDREN

Remember that you can cover your dependent child under your health and dental plans through the end of the year in which they turn age 26.

Also, your dependent child may be covered regardless of age, if he/she is:

- Unmarried and a full-time student in an accredited institution of postsecondary education, or
- Unmarried and totally and permanently disabled, physically or mentally

Similar to last year's enrollment and change period, you will need to provide documentation that your **unmarried full-time student over the age of 26** is a full-time student.

If you have an **unmarried full-time student over the age of 26** covered on your health and dental plans, the DAS Group Insurance staff will send a Certification of Full-Time Student Status form to your Personnel Assistant.

Your Personnel Assistant will give you this form. In addition to verifying dependent adult child is unmarried, you must provide a copy of your dependent's most current semester/quarter transcript or class schedule to confirm their full-time student status. The form and documentation must be returned to your Personnel Assistant prior to the end of the enrollment and change period.

Failure to return the verification form will mean that your dependent adult child's coverage will be terminated from the state's health and/or dental coverage effective January 1, 2012.

If you have questions about the verification process, contact Linda Goebel at 515-281-6207 or e-mail linda.goebel@iowa.gov.

DENTAL OPEN ENROLLMENT

The 2012 enrollment and change period is an open dental enrollment period. Employees not previously enrolled in dental insurance may enroll in single or family coverage. Employees currently enrolled may add their spouse or eligible dependents. Coverage will be effective January 1, 2012.

FLEXIBLE SPENDING ACCOUNTS

The enrollment and change period is the time to enroll in the Flexible Spending Account (FSA) program.

If you pay for health and dependent care expenses on a regular basis, FSAs provide a way to save money on these expenses on a before-tax basis.

The FSA program allows you to set aside pretax dollars (dollars not subject to state, federal, or FICA taxes) to reimburse yourself for eligible health or dependent care expenses. Since you are not taxed on the amount you

contribute to the FSAs, **you can lower your taxes and increase your spendable income.**

Use the **Health FSA** for certain medical, dental, vision, and prescriptions expenses not reimbursed by health or dental insurance. This includes your deductibles, coinsurance, copays, and out-of-pocket expenses.

The **Dependent Care FSA** is used for qualified dependent care expenses necessary for you (or, if you are married, for you and your spouse) to work. This account is for dependent care expenses for children under the age 13 or adult disabled dependents.

To participate in either or both of the flexible spending accounts, **you must enroll each year.**

The **maximum you can contribute** to your **Health FSA** is \$3,000 a year. If your spouse is eligible to participate in a health flexible spending program, he or she may also contribute to his or her employer's plan.

The **Dependent Care FSA maximum contribution** amounts depend on whether you are single or married and on your tax filing status. If you are single or married and file a joint return, the maximum contribution is \$5,000. If you are married and file separate returns, the maximum contribution is \$2,500.

The amount you elect is divided equally and deducted from your pay check 24 times a year. When you submit receipts for eligible expenses, you draw your pretax money out of your FSA. You can choose to have payments mailed to you or deposited directly into your checking or savings account.

Claims may be incurred through March 15, 2013, and must be submitted to ASI, the administrator of the state's FSA program, by April 15, 2013.

For more information about FSAs, check out the DAS Flexible Spending Accounts Web site (<http://das.hre.iowa.gov/fsa/home.html>).

Don't forget to enroll!

GROUP INSURANCE

IOWABENEFITS

IowaBenefits is the on-line system that you use to enroll in health insurance, dental insurance, and the flexible spending account program during the enrollment and change period. Also, you can use IowaBenefits to make timely changes to your elections if you have a qualified life event during the year.

Beginning with the 2012 enrollment and change period, you will be able to create your own username and password to login to IowaBenefits. This process will help you remember your login information as you can set it to logins and passwords you might already be using for other websites.

If you will be electing a new health insurance plan, enrolling in dental insurance, changing your coverage level in health and/or dental insurance, or enrolling in a Flexible Spending Account(s) during the 2012 enrollment and change period, use IowaBenefits to make your benefit elections.

FEDERAL LAW NOTICES

Benefits under the medical plans will be payable for:

Newborns' and Mothers' Health Protection Act of 1996

Under federal law, group health plans generally may not restrict benefits for any hospital length of stay in connection with childbirth for the mother or newborn child to less than 48 hours following a vaginal delivery, or less than 96 hours following a cesarean section. However, federal law generally does not prohibit the mother's or newborn's physician, after consulting with the mother, from discharging the mother or her newborn earlier than 48 hours (or 96 hours as applicable). In any case, a group health plan may not, under federal law, require that a provider obtain authorization from the group health plan for prescribing a length of stay not in excess of 48 hours (or 96 hours).

Women's Health and Cancer Rights Act

As required by the Women's Health and Cancer Rights Act (WHCRA) of 1998, the State of Iowa health plans cover mastectomy-related services.

For members receiving mastectomy-related benefits, coverage will be provided, in a manner determined in consultation with the attending physician and patient, for:

- All stages of reconstruction of the breast on which the mastectomy was performed;
- Surgery and reconstruction of the other breast to produce a symmetrical appearance;
- Prostheses; and
- Treatment of physical complications of the mastectomy, including lymphedema.

These benefits will be provided subject to the same deductible and coinsurance applicable to other medical and surgical benefits provided under the plans.

If you have any questions or concerns, please contact Wellmark customer service at the phone number located on your Wellmark ID card.

RETIREMENT INVESTORS' CLUB

The Retirement Investors' Club (RIC) is a supplemental retirement savings program offered by the State of Iowa to help you save for your retirement. As a participant, you contribute through automatic payroll deduction to your 457 account and your employer makes match contributions to your 401a account. You are fully vested from day one.

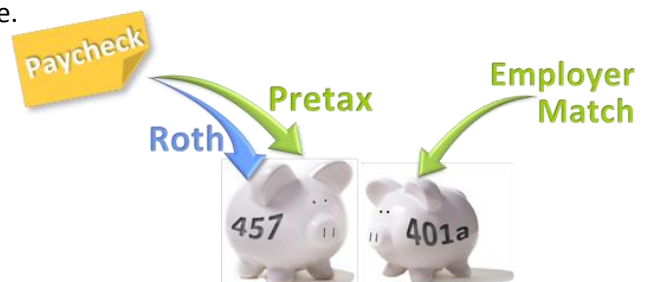


ROTH OPTION BEGINS 2012

Beginning January 2012, participants in the RIC deferred compensation program will have a new option to make after-tax Roth contributions to their 457 accounts.

This option doesn't change how much you can contribute. The benefit of the new contribution option gives you more control over when your contributions – and retirement income – will be subject to income tax. In retirement, qualified payments from the Roth are tax-free.

Unlike traditional pretax contributions to a 457 plan, Roth contributions to a 457 plan are made on an after-tax basis. Your Roth contributions will be subject to income taxes before they're invested in your 457(b) account.



Participants wishing to make after-tax Roth contributions to their existing 457 accounts will not need to open a new account. You will receive more information about the implementation of the Roth option by email and through the RIC website over the next couple of months. To review a brief Q&A regarding the Roth, go to http://ric.iowa.gov/documents/457_Roth_QA.pdf.

PRESCRIPTION DRUGS

GENERICS COMING DOWN THE PIPELINE

Over the next 14 months, the State-sponsored health plans will experience significant benefit from reduced pharmacy cost as seven of the most commonly prescribed brand names will lose patent protection. Generic versions of some of the world's best selling drugs, including the top two drugs Lipitor and Plavix, will be available in the United States during this timeframe. The flood of generic drugs will continue for the next decade or so as generic versions of commonly prescribed drugs as Celebrex, Cymbalta and Nexium become available in the market by 2014.

As generic drugs become available at Tier 1 in the Wellmark formulary, the brand name product moves to Tier 3. For employees enrolled in Iowa Select or Program 3 Plus, if you choose to use the brand name drug when a generic equivalent is available, you are responsible for the copay **and** any difference between the billed charge for the brand name drug and the billed charge for the generic.

OTHER BENEFITS

PERKSPOT

All State of Iowa Employees can save as much as \$1,000 by using PerkSpot! Take advantage of the great discounts that are available - no matter what you are shopping for...



Register today at <https://iowa.perkspot.com/Login.aspx?ReturnUrl=%2f>. Just click 'sign up' and enter the required information.



You have vacation days - when using them, why not save up to 15% on hotel stays with the [PerkSpot Travel Center](#).



Got a cell phone? We can help you save - take 18% off select monthly service plans from [Sprint](#).



We know you compare prices on computer purchases, so we save you the time and money with access to employee pricing on great brands like [Lenovo](#) - save up to 35%!



Get the latest style for less with 15% off purchases and free shipping from [Shoes.com](#)



Save 5 - 50% on theme park and event tickets nationwide with PerkSpot's ticket partner, [TicketsAtWork](#).



Find restaurants in your area and save up to 25% with PerkSpot's [Restaurant Finder](#).



DAS-SPONSORED BENEFIT AND HEALTHY OPPORTUNITIES EDUCATION

Benefit knowledge is power!

Employee benefits can be confusing. Benefit education is a service provided by DAS benefit staff. Learn to make the best use of your benefits by taking advantage of benefit education opportunities.

BENEFIT EDUCATION & HEALTHY OPPORTUNITIES UPCOMING PRESENTATIONS

Following is a listing of upcoming benefit education and healthy opportunities presentations. There will be a special announcement of 2012 Enrollment and Change presentations.

All the presentations are webcasts and there is no cost to participate. You attend a real-time presentation online through a computer at your worksite or your home. You are able to view PowerPoint slides, supporting documents, and websites. You can ask questions and receive answers during the presentation.

September		
RIC Deferred Compensation Distributions	September 27	1:00 p.m.
My Wellmark	September 28	1:00 p.m.
October		
Breast Cancer Screenings & Early Detection	October 11	9:00 a.m.
RIC Deferred Compensation Basics	October 11	1:00 p.m.
Continuing Insurance Benefits at Retirement	October 20	9:00 a.m.
RIC Deferred Compensation Distributions	October 25	9:00 a.m.
November		
RIC Deferred Compensation Basics	November 8	9:00 a.m.
RIC Deferred Compensation Distributions	November 15	1:00 p.m.
Surviving Holiday Stress	November 16	1:00 p.m.
Continuing Insurance Benefits at Retirement	November 17	1:00 p.m.
December		
Managing Financial Stress	December 6	9:00 a.m.
RIC Deferred Compensation Basics	December 13	1:00 p.m.
RIC Deferred Compensation Distributions	December 14	9:00 a.m.
Continuing Insurance Benefits at Retirement	December 15	9:00 a.m.

Check the DAS Benefit Education website (http://benefits.iowa.gov/benefit_education) often for newly scheduled presentations and recordings.
