



New Year - New Card: Update Providers With Your New Wellmark ID Number

New Wellmark ID cards were recently sent out to all State of Iowa employee health insurance subscribers. Don't forget to destroy your old card as using it after January 1 could delay payment or even cause a denial of your claims. Your Wellmark ID number has changed on your new card, and needs to be updated with all of your providers at or before your next visit. If you haven't yet received your card, contact Wellmark Customer Service at 800-524-9242.

Need additional ID cards?

Additional Wellmark ID cards may be ordered through *myWellmark*, the secure website where you can track your expenses, learn more about wellness, and get the tools to help you reach your health goals. Register for *myWellmark* at <https://welcome.wellmark.com/registration/member/memberregistration.aspx>.

Also update with Doctor On Demand™

Don't forget to update your Doctor On Demand registration with your new Wellmark ID number. If you haven't registered for Doctor On Demand, getting started is easy:

- Download the Doctor On Demand app or visit DoctorOnDemand.com.
- Have your Wellmark member ID card ready. You'll be asked to enter your full Wellmark ID number, including the three character prefix.
- Create an account or sign in.

With Doctor On Demand, you and your family members can speak with a board-certified doctor on your smartphone no matter where you are. With one phone call, you can be treated for the most common medical conditions and can have medication prescribed if needed.

Doctor On Demand is convenient. It is easy and available 24 hours a day, seven days a week, 365 days a year. And, convenience isn't the only advantage of Doctor On Demand. It is also affordable, with only a \$10 copay per visit for most State of Iowa employees.

Life Insurance Beneficiaries

If you still have not added your life insurance beneficiaries in [IowaBenefits](#), don't delay. Having an up-to-date beneficiary designation will help ensure your life insurance benefits are directed to the people or person you intend.

Don't forget your life insurance beneficiaries can be added or changed in [IowaBenefits](#) at any time during the year. For more information and additional resources, visit <https://das.iowa.gov/human-resources/employee-and-retiree-benefits/employees/group-insurance/life-insurance/life-0>.

A Little Saving - A Lot of Benefits With RIC

The [Retirement Investors' Club \(RIC\)](#) provides State of Iowa employees the opportunity to save a little or a lot toward their ideal retirement. If you contribute as little as \$25 per month from each paycheck, the State matches that amount dollar for dollar up to \$75 per month.* This allows employees to invest an extra \$900 per year toward future income needs.

A little saving offers State employees big benefits such as:

- Automatic savings through payroll deductions.
- Employer match of up to \$75 per month.
- Mutual funds with no sales charges, sales loads, or transfer fees.
- Lower mutual fund share prices than most retail IRAs.
- Investment advisor services at no extra cost.
- Ability to save on a pretax or post-tax (Roth) basis.
- Flexible income options when leaving employment.

RIC savers can save up to the [maximum contribution limit](#) of \$19,000 for 2019 (\$25,000 for age 50 or older and \$38,000 for three-year catch-up).

[Enroll today](#) to take advantage of the State of Iowa Retirement Investors' Club.

*SPOC-covered employees receive a \$1 match for every \$2 contributed up to maximum match of \$75 per month. All other employees will be matched \$1 for \$1 contributed up to the \$75 maximum monthly amount.

Upcoming Benefit Education 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.

You can sign-up for these webinars at <https://das.iowa.gov/human-resources/employee-and-retiree-benefits/benefit-education>.

January 2019

January 8	9:00 - 10:00 am	RIC Deferred Compensation: Introduction and Enrollment
January 16	1:00 - 2:00 pm	RIC Deferred Compensation: Ready to Retire and Take Income
January 17	9:00 - 10:00 am	Continuing Benefits at Retirement: Part 1 BEFORE Medicare-eligibility
January 22	1:00 - 2:00 pm	Continuing Benefits at Retirement: Part 2 AFTER Medicare-Eligibility
January 24	11:00 - Noon	New Understanding your Health Insurance Benefits

February 2019

February 12	1:00 - 2:00 pm	RIC Deferred Compensation Introduction and Enrollment
February 13	12:00 - 1:00 pm	Continuing Benefits at Retirement: Part 1 BEFORE Medicare-eligibility
February 19	9:00 - 10:00 am	RIC Deferred Compensation Ready to Retire and Take Income
February 20	10:00 - 11:00 am	Continuing Benefits at Retirement: Part 2 AFTER Medicare-Eligibility
February 26	1:00 - 2:00 pm	New Understanding your Health Insurance Benefits

The presentation schedule for the first half of 2019 is online at <https://das.iowa.gov/human-resources/employee-and-retiree-benefits/benefit-education>

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 at www.EAPHelplink.com (Company Code: **IOWA**).

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

Starting January 15

"Building Positive Relationships at Work"

Examine patterns in our workplace relationships and how we can alter our approach to make them more positive.

Starting February 19

"Mental Health First Aid"

Recognize the signs of someone who might be facing emotional concerns, and learn best practices for offering support.

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 February and March are:

February 2019

February 5	Diversity Training for Employees (1/2 day class) - (MTS GI 450)
February 6	From Interview to Hire (MTS NC 301)
February 6-7	Crucial Conversations (2 day class) - (MTS CC 101)
February 8	Discipline, Grievance & the Merit System (MTS NC 903)
February 12	Developing Employees (MTS DE 101) **NEW CLASS**
February 12	Listening: The Forgotten Skill (MTS GI 003)
February 14	Dimensions of Leadership (MTS GI 230)
February 19	Diversity Training for Managers (MTS GI 400)
February 20	Professional Impact (MTS GI 084)
February 21	Managing Conflict & Resistance in the Workplace (MTS GI 165)
February 22	Enhancing Team Membership (MTS TM 001)
February 22	Performance Evaluation (MTS NC 401)
February 26	Managing Your Time & Priorities (MTS GI 090)
February 28	Strategic Planning & Systems Thinking (MTS ST 001)

March 2019

March 5	Diversity Training for Employees (1/2 day class) - (MTS GI 450)
March 6	Fundamentals of Supervision (MTS NC 151)
March 8	Shaping Effective & Engaged Teams (MTS ET 001)
March 12	Investigating Employee Misconduct (MTS NC 118)
March 12	Advanced Principles of Communication – Part 1 Authenticity (MTS AU 001)
March 13	Crucial Accountability (MTS CA 201)
March 14	The Servant Leader (MTS SL 001)
March 21-22	Human Relations Skills (2 day class) – (MTS SC 203)
March 26	Advanced Principles of Communication – Part 2 Communication (MTS AU 002)
March 27	Introduction to State Procurement (1/2 day class) – (MTS SP 001)
March 29	Ethical Issues in Today's Workplace (1/2 day class) – (MTS PT 992)

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