



2007 Report

Insurance and Welfare
Benefits Education



Introduction

The following report is a summary of the insurance and welfare benefits education activities in 2007. 2007 was the first full year that DAS-HRE had a full-time health and welfare benefits educator.

Background

In the autumn of 2006, an insurance and welfare benefits educator was added to the DAS-HRE Risk and Benefits Management team. In the e-mail introducing the service, the purpose of insurance and welfare benefits education was to assist “employees in understanding both their benefits and the value of those benefits.”

Three presentations were developed in 2007. They were:

2007 Benefits Overview	<p>This presentation was a general summary and overview of the following benefits:</p> <ul style="list-style-type: none">✓ Health insurance✓ Dental insurance✓ Life insurance✓ Accidental death & dismemberment insurance✓ Long term disability insurance✓ Flexible spending accounts✓ Intro to deferred compensation <p>Intended Audience</p> <ul style="list-style-type: none">✓ AFSCME-represented employees (Executive and Judicial branches)✓ Non-Contract employees (Executive and Judicial branches)✓ PPME-represented employees✓ UE/IUP-represented employees <p>Length of Presentation 60 minutes</p>
Continuing Benefits at Retirement	<p>This presentation was an overview on continuing health, dental and life insurance coverage at retirement. Information on the Sick Leave Insurance Program (SLIP) (executive branch) and the Sick Leave Conversation program (SLC) (judicial branch) is presented.</p> <p>Intended Audience</p> <p>Employees approximately five to ten years away from retirement who want more information on retirement benefits.</p> <ul style="list-style-type: none">✓ AFSCME-represented employees (Executive and Judicial branches)✓ Non-Contract employees (Executive and Judicial branches)✓ PPME-represented employees✓ UE/IUP-represented employees <p>Length of Presentation 60 minutes</p>

2008 Enrollment and Change Period Overview	<p>This presentation was a general summary and overview of the following policies/benefits with special attention to the changes that are taking place in 2008.</p> <ul style="list-style-type: none"> ✓ Qualified Life Events ✓ Life Insurance ✓ Health Insurance ✓ Dental Insurance ✓ Flexible spending accounts <p>Intended Audience</p> <ul style="list-style-type: none"> ✓ AFSCME-represented employees (Executive and Judicial branches) ✓ Non-Contract employees (Executive and Judicial branches) ✓ PPME-represented employees ✓ UE/IUP-represented employees <p>Length of Presentation 75 minutes</p>
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In addition to these presentations, insurance and welfare benefits education presented information on continuing insurance benefits at retirement for IPERS’ “Ready, Set, Retire” seminars.

Overview

2007 was a very productive and successful year for insurance and welfare benefits education. A total of **241** presentations were made and attendance topped 3,800 (**3,816**) individuals. **Appendix A** is a listing of every presentation conducted in 2007. The appendix lists the dates, times, locations and the number of attendees by presentation.

There were five different on-site presentations made during 2007. A few 2008 Enrollment and Change presentations were made using iLinc, a Web and audio conferencing technology. Below is a breakdown of the different presentations and the total attendees by presentations.

	Number of Presentations Made	Number of Attendees
On-Site Presentations		
2007 Health and Welfare Benefits Overview	61	393
Continuing Insurance Benefits at Retirement	95	1,392
2008 Enrollment and Change Information	71	1,178
Ready, Set, Retire	8	237
Specially Designed Presentation for IWD Regions 3/4	1	13
Subtotal	236	3,213
iLinc – Web and audio conferencing technology		
2008 Enrollment and Change Information <small>(Attendees are an estimate based on information provided at registration)</small>	5	603
Grand Total	241	3,816

ON-SITE PRESENTATIONS

Over 225 (**228**) on-site presentations were conducted at different departments and offices throughout the State in 2007. Almost 3,000 (**2,976**) employees attended one or more of these presentations.

Attendance at these on-site presentations averaged **13.0** attendees per session. Including the attendance at IPERS' "Ready, Set, Retire" presentations, the average number of attendees increased slightly to **13.6**. The following table lists the average number of attendees per presentation.

On-Site Presentations	Average Number of Attendees per Session
2007 Health and Welfare Benefits Overview	6.4
Continuing Insurance Benefits at Retirement	14.6
2008 Enrollment and Change Information	16.6
Ready, Set, Retire	29.6
Specially Designed Session for IWD	13.0

Branches of Government

Presentations were made to employees of both the executive and judicial branches of State government. In 2007, **62** presentations were made at **37** different county courthouses. Almost 325 (**324**) judicial branch employees attended a presentation.

Presentations by Month

Except for December, on-site presentations were held every month in 2007. There were two periods of time when presentation activities were very intense.

As the table below shows, the second quarter of 2007 was a very productive time. During the second quarter, 93 presentations were made. Attendance at the presentations almost topped 1,400 (1,390). The increased number of meetings was due to the introduction of the "Continuing Insurance at Retirement" presentation.

A second period of increased activity was in October and November. In conjunction with the benefits enrollment period for 2008, there was a great demand for "2008 Enrollment and Change" presentations. More employees (**638**) attended presentations in October than any other month in 2007. More presentations were conducted in November (**40**) than in any other month of the year.

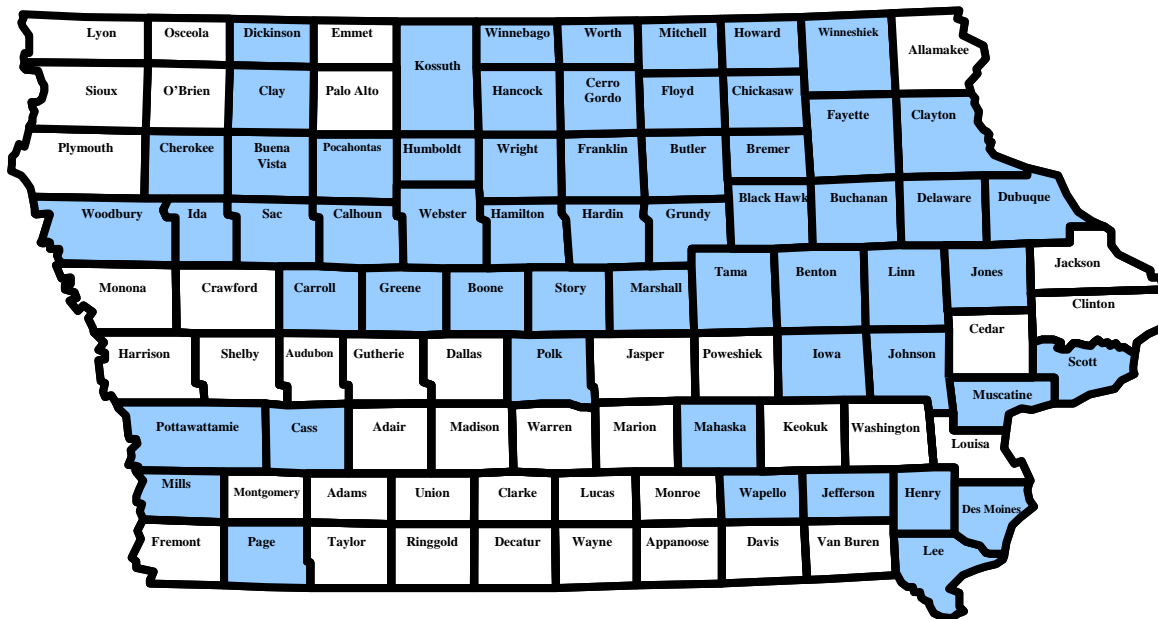
2007	Number of Presentations	Number of Attendees
January	37	147
February	8	54
March	3	56
April	29	444

2007	Number of Presentations	Number of Attendees
May	32	453
June	32	493
July	8	91
August	3	67
September	6	176
October	32	638
November	40	594
December	0	0

Geographic Diversity

While the majority of presentations were in Polk County, benefit education sessions were conducted throughout the state. Presentations were held in almost 60% (**58.6%**) of Iowa's counties. Of the 99 counties in Iowa, presentations were made in **58** different counties.

Following is a map showing the counties where a benefit presentation was made in 2007. Counties, where a presentation was made, are in blue.



Miles Traveled

Due to the number and diverse locations of presentations, a great deal of travel was required. A mileage log was begun in July, 2007. For just the second half of 2007, the number of miles traveled outside of Polk County was **5,317.7** miles.

Effectiveness of On-Site Presentations

Attendees of on-site presentations were invited to complete a Web-based evaluation. Specifically, attendees were asked to rate the following statements using a 5-scale rating criteria.

- “The presentation was organized in a clear and logical format.”
- “The subject matter covered in the presentation met my expectations.”
- “The PowerPoint slides were legible and helpful.”
- “The presenter was prepared and had a good command of his subject.”
- “The presenter managed his time well.”
- “The presentation was helpful in understanding my benefits.”

Approximately 25% of the attendees completed an evaluation. The evaluations were extremely positive of benefit education. The percentage of respondents that indicated either “Agree” or “Strongly Agree” for each evaluation statement was:

- “The presentation was organized in a clear and logical format.” – **96%**
- “The subject matter covered in the presentation met my expectations.” – **93%**
- “The PowerPoint slides were legible and helpful.” – **94%**
- “The presenter was prepared and had a good command of his subject.” – **96%**
- “The presenter managed his time well.” – **94%**
- “The presentation was helpful in understanding my benefits.” – **95%**

With **95%** of the respondents indicating that the presentations were helpful in their understanding of benefits; insurance and welfare presentations were very effective in meeting the primary directive of assisting “employees in understanding both their benefits and the value of those benefits.”

The evaluation also asked respondents for some demographic information. The “typical” respondent was:

- An employee represented by AFSCME (50%)
- Between 50 – 59 years of age (53%)
- With 20 or more years of service with the State (51%).

Appendix B contains the evaluation responses and demographic for all responses and by each presentation.

iLINC PRESENTATIONS

In the second half of 2007, DAS-HRE purchased Web and audio conferencing technology. iLinc was selected by DAS-HRE to provide and host this technology.

iLinc provides an online method for DAS-HRE to deliver live presentations to employees’ desktops. Employees are able to view presentations, supporting documents and Web sites and have the opportunity to ask questions and receive answers during the session. Participation in an iLinc presentation only requires employees to have access to the Internet and a telephone.

This service is not intended to replace the on-site presentations but rather to compliment and expand our ability to present information to more employees throughout the State. This is an ideal option for locations with a small number of staff where an on-site presentation is not practical. DAS-HRE recommended that departments host a presentation in a conference room so that several staff members could participate.

To inaugurate and increase familiarization with this technology, five 2008 Enrollment and Change presentations using the iLinc conferencing system were offered in 2007.

When an individual registered for an iLinc presentation, he or she was asked to indicate the number of individuals that would be viewing the presentation at his or her location. This figure was used to estimate the attendance at each presentation.

Below is an estimate of the number of employees that attended an iLinc presentation.


iLinc Presentations	Estimated Attendance
October 26	174
November 5	104
November 6	103
November 15	125
November 20	97
Total	603

There were very few technological difficulties in employees registering and using iLinc technology. Due to the relative ease of employees participating in an iLinc session and the large number of employees that were estimated to attend the sessions, it is anticipated that more presentations, using iLinc technology, will be made in 2008.

CONCLUSION

By any measure, 2007 was a very successful year for insurance and welfare benefits education. The number of on-site presentations, the attendance at presentations, the positive response to the presentations and the introduction of new technology are all hallmarks of the positive impact insurance and welfare benefits education had in its initial year.

The challenges for 2008 will be to build on the momentum generated in 2007, to meet the educational needs of our constituents, to sustain positive customer perceptions and to continue to utilize the new technology available to DAS-HRE.



Appendix A

Insurance and Welfare Benefit Education Presentations



Appendix A: 2007 Insurance and Welfare Education Presentations

					2007	Continuing	2008		Special		
					Benefits	Benefits at	Ready,	Enrollment	iLinc	Designed	
					Total	Retirement	Set, Retire	& Change	2008 EC&P	Presentation	
					Overview						
Number of Presentations Scheduled					241	61	95	8	71	5	1
Number of Presentations Made					241	61	95	8	71	5	1
Number of Upcoming Presentations					0	0	0	0	0	0	0
Number of Attendees					3,816	393	1,392	237	1,178	603	13
Date	Time	Agency/Department	Location	Presentation							
11-Jan-07	10:00 AM	Second Judicial District	Ames	2007 Benefits Overview	6						
	11:00 AM	Second Judicial District	Ames	2007 Benefits Overview	6						
	1:30 AM	Second Judicial District	Nevada	2007 Benefits Overview	4						
	2:30 AM	Second Judicial District	Nevada	2007 Benefits Overview	4						
	3:30 AM	Second Judicial District	Nevada	2007 Benefits Overview	3						
12-Jan-07	8:00 AM	Second Judicial District	Marshalltown	2007 Benefits Overview	3						
	9:00 AM	Second Judicial District	Marshalltown	2007 Benefits Overview	4						
	10:00 AM	Second Judicial District	Marshalltown	2007 Benefits Overview	3						
	1:00 AM	Second Judicial District	Marshalltown	2007 Benefits Overview	4						
	2:00 AM	Second Judicial District	Marshalltown	2007 Benefits Overview	3						
17-Jan-07	9:30 AM	Second Judicial District	Boone	2007 Benefits Overview	4						
	10:30 AM	Second Judicial District	Boone	2007 Benefits Overview	4						
	1:30 AM	Second Judicial District	Jefferson	2007 Benefits Overview	4						
18-Jan-07	8:00 AM	Second Judicial District	Carroll	2007 Benefits Overview	4						
	9:00 AM	Second Judicial District	Carroll	2007 Benefits Overview	3						
	1:00 AM	Second Judicial District	Sac City	2007 Benefits Overview	3						
	2:00 AM	Second Judicial District	Sac City	2007 Benefits Overview	1						
19-Jan-07	8:00 AM	Second Judicial District	Rockwill City	2007 Benefits Overview	4						
	10:00 AM	Second Judicial District	Fort Dodge	2007 Benefits Overview	4						
	11:00 AM	Second Judicial District	Fort Dodge	2007 Benefits Overview	5						
	1:00 AM	Second Judicial District	Fort Dodge	2007 Benefits Overview	8						
	2:00 AM	Second Judicial District	Fort Dodge	2007 Benefits Overview	8						
24-Jan-07	9:30 AM	Second Judicial District	Eldora	2007 Benefits Overview	5						
	10:30 AM	Second Judicial District	Eldora	2007 Benefits Overview	2						
	1:30 AM	Second Judicial District	Hampton	2007 Benefits Overview	4						
	2:30 AM	Second Judicial District	Hampton	2007 Benefits Overview	1						
25-Jan-07	8:00 AM	Second Judicial District	Allison	2007 Benefits Overview	3						
	10:30 AM	Second Judicial District	Waverly	2007 Benefits Overview	3						
	1:30 AM	Second Judicial District	Waverly	2007 Benefits Overview	5						
26-Jan-07	8:00 AM	Second Judicial District	Charles City	2007 Benefits Overview	1						
	9:00 AM	Second Judicial District	Charles City	2007 Benefits Overview	4						
	1:00 AM	Second Judicial District	Osage	2007 Benefits Overview	1						

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Date	Time	Agency/Department	Location	Presentation							
31-Jan-07	10:00 AM	Second Judicial District	Mason City	2007 Benefits Overview							7
	11:00 AM	Second Judicial District	Mason City	2007 Benefits Overview							6
	1:00 AM	Second Judicial District	Mason City	2007 Benefits Overview							4
	2:00 AM	Second Judicial District	Mason City	2007 Benefits Overview							5
	3:00 AM	Second Judicial District	Mason City	2007 Benefits Overview							4
1-Feb-07	8:00 AM	Second Judicial District	Northwood	2007 Benefits Overview							2
	10:30 AM	Second Judicial District	Forest City	2007 Benefits Overview							3
	2:00 AM	Second Judicial District	Garner	2007 Benefits Overview							4
2-Feb-07	8:00 AM	Second Judicial District	Clarion	2007 Benefits Overview							6
	1:00 AM	Second Judicial District	Webster City	2007 Benefits Overview							5
8-Feb-07	10:00 AM	Second Judicial District	Dakota City	2007 Benefits Overview							3
	1:00 AM	Second Judicial District	Pocahontas	2007 Benefits Overview							2
19-Feb-07	11:00 AM	IWD Regional Mtg	Ida Grove	2007 Benefits Overview							29
8-Mar-07	9:00 AM	State Library	Miller Building	2007 Benefits Overview							9
	1:00 AM	State Library	Miller Building	2007 Benefits Overview							6
28-Mar-07	11:00 AM	IPERS	IPERS	Ready, Set, Retire							41
4-Apr-07	10:30 AM	Education	Grimes	Continuing Benefits at Retirement							32
5-Apr-07	10:00 AM	HRE	Hoover	Continuing Benefits at Retirement							14
6-Apr-07	10:00 AM	Management	Capital	Continuing Benefits at Retirement							12
9-Apr-07	9:00 AM	IUB, Insurance, OCA	350 Maple	Continuing Benefits at Retirement							32
10-Apr-07	9:00 AM	ICN	Grimes	Continuing Benefits at Retirement							23
	2:00 AM	Inspections & Appeals	Lucas	Continuing Benefits at Retirement							28
11-Apr-07	10:00 AM	Corrections	Jesse Parker	Continuing Benefits at Retirement							13
11-Apr-07	2:00 AM	Ag, Public Safety and DNR	Wallace	Continuing Benefits at Retirement							72
13-Apr-07	10:00 AM	IUB, Insurance, OCA	350 Maple	Continuing Benefits at Retirement							18

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Date	Time	Agency/Department	Location	Presentation							
17-Apr-07	10:00 AM	Economic Development	200 E Grand	Continuing Benefits at Retirement			23				
18-Apr-07	9:00 AM	Blind	524 4th St	Continuing Benefits at Retirement			25				
18-Apr-07	11:00 AM	IPERS	IPERS	Ready, Set, Retire				33			
19-Apr-07	1:00 AM	DNR	401 SW 7th	Continuing Benefits at Retirement			11				
23-Apr-07	6:30 AM	Glenwood Resource Center	Vistors Center	2007 Benefits Overview	6						
	8:00 AM	Glenwood Resource Center	Vistors Center	2007 Benefits Overview	2						
	9:30 AM	Glenwood Resource Center	Vistors Center	2007 Benefits Overview	8						
	11:00 AM	Glenwood Resource Center	Vistors Center	2007 Benefits Overview	4						
	1:00 AM	Glenwood Resource Center	Vistors Center	Continuing Benefits at Retirement			9				
	2:30 AM	Glenwood Resource Center	Vistors Center	Continuing Benefits at Retirement			7				
	4:00 AM	Glenwood Resource Center	Vistors Center	Continuing Benefits at Retirement			2				
24-Apr-07	6:30 AM	Glenwood Resource Center	Vistors Center	Continuing Benefits at Retirement			6				
	8:00 AM	Glenwood Resource Center	Vistors Center	Continuing Benefits at Retirement			6				
	9:30 AM	Glenwood Resource Center	Vistors Center	Continuing Benefits at Retirement			4				
	11:00 AM	Glenwood Resource Center	Vistors Center	Continuing Benefits at Retirement			5				
	1:00 AM	Glenwood Resource Center	Vistors Center	2007 Benefits Overview	4						
	2:00 AM	Glenwood Resource Center	Vistors Center	Continuing Benefits at Retirement			4				
	3:00 AM	Glenwood Resource Center	Vistors Center	2007 Benefits Overview	2						
	4:00 AM	Glenwood Resource Center	Vistors Center	Continuing Benefits at Retirement			1				
26-Apr-07	9:30 AM	Dept of Revenue Annual Mtg	Marshalltown	2007 Benefits Overview	38						
1-May-07	11:00 AM	Law Enforcement Academy	Camp Dodge	Continuing Benefits at Retirement			6				
	1:00 AM	Law Enforcement Academy	Camp Dodge	Continuing Benefits at Retirement			3				
2-May-07	6:30 AM	Clarinda Treatment Complex	ICN Classroom	Continuing Benefits at Retirement			6				
	8:00 AM	Clarinda Treatment Complex	ICN Classroom	Continuing Benefits at Retirement			11				
	9:30 AM	Clarinda Treatment Complex	ICN Classroom	Continuing Benefits at Retirement			9				
	11:00 AM	Clarinda Treatment Complex	ICN Classroom	Continuing Benefits at Retirement			6				
	1:00 AM	Clarinda Treatment Complex	ICN Classroom	Continuing Benefits at Retirement			5				
	2:30 AM	Clarinda Treatment Complex	ICN Classroom	Continuing Benefits at Retirement			8				
3-May-07	10:00 AM	IA Civil Rights Commission	Grimes	Continuing Benefits at Retirement			10				

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Date	Time	Agency/Department	Location	Presentation							
4-May-07	9:30 AM	DNR - Iowa Geological Survey	Iowa City	Continuing Benefits at Retirement							11
7-May-07	1:00 AM	Sixth Judicial CBC	Cedar Rapids	2007 Benefits Overview		30					
	2:30 AM	Sixth Judicial CBC	Cedar Rapids	Continuing Benefits at Retirement							30
8-May-07	2:00 AM	Inspections & Appeals	Holiday Inn	Continuing Benefits at Retirement							23
9-May-07	6:30 AM	Corrections	Ft Madison	Continuing Benefits at Retirement							3
	8:00 AM	Corrections	Ft Madison	Continuing Benefits at Retirement							8
	9:30 AM	Corrections	Ft Madison	Continuing Benefits at Retirement							10
	11:00 AM	Corrections	Ft Madison	Continuing Benefits at Retirement							14
	1:00 AM	Corrections	Ft Madison	Continuing Benefits at Retirement							24
	2:30 AM	Corrections	Ft Madison	Continuing Benefits at Retirement							1
	4:00 AM	Corrections	Ft Madison	Continuing Benefits at Retirement							1
10-May-07	9:00 AM	DHS	Cedar Rapids	Continuing Benefits at Retirement							14
15-May-07	9:00 AM	DNR	Atlantic	Continuing Benefits at Retirement							12
	10:30 AM	DNR	Atlantic	2007 Benefits Overview		13					
16-May-07	11:00 AM	IPERS	IPERS	Ready, Set, Retire							39
17-May-07	9:00 AM	Iowa Veterans Home	Marshalltown	Continuing Benefits at Retirement							8
	10:30 AM	Iowa Veterans Home	Marshalltown	Continuing Benefits at Retirement							21
	1:30 AM	Iowa Veterans Home	Marshalltown	Continuing Benefits at Retirement							24
	3:00 AM	Iowa Veterans Home	Marshalltown	Continuing Benefits at Retirement							10
21-May-07	9:00 AM	DHS	Mason City	Continuing Benefits at Retirement							26
22-May-07	9:00 AM	DHS	Ottumwa	Continuing Benefits at Retirement							23
24-May-07	10:00 AM	Human Rights	Lucas	Continuing Benefits at Retirement							16
31-May-07	1:30 AM	Revenue	Hoover	2007 Benefits Overview		28					
1-Jun-07	10:00 AM	DNR	Mason City	Continuing Benefits at Retirement							12
5-Jun-07	9:00 AM	IPERS	Des Moines	Continuing Benefits at Retirement							20

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Date	Time	Agency/Department	Location	Presentation							
6-Jun-07	9:00 AM	DHS	Davenport	Continuing Benefits at Retirement						18	
	10:30 AM	DHS	Davenport	Continuing Benefits at Retirement						6	
	1:00 AM	DHS	Muscatine	Continuing Benefits at Retirement						2	
7-Jun-07	9:00 AM	DHS	Burlington	Continuing Benefits at Retirement						11	
	11:00 AM	DHS	Ft Madison	Continuing Benefits at Retirement						9	
	1:00 AM	DHS	Mt Pleasant	Continuing Benefits at Retirement						2	
12-Jun-07	10:00 AM	Revenue	Hoover	Continuing Benefits at Retirement						52	
	1:30 AM	Library	Library	2007 Benefits Overview	5						
13-Jun-07	10:00 AM	Correctional Services	Council Bluffs	Continuing Benefits at Retirement						22	
14-Jun-07	6:15 AM	Woodward Resource Center	Woodward	Continuing Benefits at Retirement						11	
	8:30 AM	Woodward Resource Center	Woodward	Continuing Benefits at Retirement						19	
	10:30 AM	Woodward Resource Center	Woodward	Continuing Benefits at Retirement						19	
	12:30 PM	Woodward Resource Center	Woodward	Continuing Benefits at Retirement						12	
	2:30 AM	Woodward Resource Center	Woodward	Continuing Benefits at Retirement						19	
19-Jun-07	8:30 AM	DAS	Hoover	Continuing Benefits at Retirement						18	
	2:00 AM	Air National Guard	Des Moines	Continuing Benefits at Retirement						10	
21-Jun-07	10:30 AM	Iowa Lottery	Des Moines	Continuing Benefits at Retirement						119	
	1:00 AM	DAS	Hoover	Continuing Benefits at Retirement						17	
	3:00 AM	DAS	Hoover	Continuing Benefits at Retirement						8	
25-Jun-07	2:00 AM	State Training School	Eldora	Continuing Benefits at Retirement						27	
27-Jun-07	9:00 AM	Judicial District 1	Grundy Center	Continuing Benefits at Retirement						2	
	11:00 AM	Judicial District 1	Waterloo	Continuing Benefits at Retirement						14	
	1:00 AM	Judicial District 1	Waterloo	Continuing Benefits at Retirement						4	
	3:00 AM	Judicial District 1	Independence	Continuing Benefits at Retirement						5	
28-Jun-07	9:00 AM	Judicial District 1	Dubuque	Continuing Benefits at Retirement						8	
	10:30 AM	Judicial District 1	Dubuque	Continuing Benefits at Retirement						6	
	1:00 AM	Judicial District 1	Manchester	Continuing Benefits at Retirement						6	
	3:00 AM	Judicial District 1	Elkader	Continuing Benefits at Retirement						4	
29-Jun-07	8:30 AM	Judicial District 1	Decorah	Continuing Benefits at Retirement						5	

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Number of Presentations Made					241	61	95	8	71	5	1
Number of Upcoming Presentations					0	0	0	0	0	0	0
Number of Attendees					3,816	393	1,392	237	1,178	603	13
Date	Time	Agency/Department	Location	Presentation							
	11:00 AM	Judicial District 1	West Union	Continuing Benefits at Retirement			1				
10-Jul-07	10:30 AM	DNR	Manchester	Continuing Benefits at Retirement			7				
18-Jul-07	10:00 AM	Public Defense	Camp Dodge	Continuing Benefits at Retirement			8				
	1:00 AM	IPERS	IPERS	Ready, Set, Retire				20			
20-Jul-07	10:30 AM	AFSCME Convention	Holiday Inn - DM	2007 Benefits Overview		10					
24-Jul-07	8:00 AM	Public Defense	Sioux City AFB	Continuing Benefits at Retirement			4				
	10:00 AM	Public Defense	Sioux City AFB	Continuing Benefits at Retirement			5				
	1:00 AM	Public Defense	Sioux City AFB	Continuing Benefits at Retirement			3				
25-Jul-07	1:00 AM	DHS	Cherokee	Continuing Benefits at Retirement			34				
8-Aug-07	10:00 AM	Public Defense	Camp Dodge	Continuing Benefits at Retirement			20				
22-Aug-07	11:00 AM	IPERS	IPERS	Ready, Set, Retire				31			
28-Aug-07	1:30 AM	Iowa Finance Authority	2015 Grand Ave	Continuing Benefits at Retirement			16				
5-Sep-07	2:00 AM	State Accounting	Hoover	2007 Benefits Overview		27					
10-Sep-07	2:00 AM	Gaming & Racing Commission	Adventureland Inn	Continuing Benefits at Retirement			57				
20-Sep-07	2:00 AM	Public Safety & DOT	Storm Lake	Continuing Benefits at Retirement			6				
26-Sep-07	1:00 AM	IPERS	IPERS	Ready, Set, Retire				31			
27-Sep-07	11:00 AM	DHS	Spenser	2008 Enrollment and Change					27		
	1:00 AM	DHS	Spenser	Continuing Benefits at Retirement			28				
1-Oct-07	9:00 AM	Human Rights	Lucas	2008 Enrollment and Change					30		
2-Oct-07	1:00 AM	Economic Development	200 E Grand	2008 Enrollment and Change					31		
8-Oct-07	9:00 AM	IWD Regional Mtg	Spirit Lake	SLIP & FSA							13
9-Oct-07	1:30 AM	Inspect/Appeals & Public Health	Lucas	2008 Enrollment and Change					30		

Appendix A: 2007 Insurance and Welfare Education Presentations

					2007	Continuing	2008		Special		
					Benefits	Benefits at	Ready,	Enrollment	iLinc	Designed	
					Total	Overview	Retirement	& Change	2008 EC&P	Presentation	
					241	61	95	8	71	5	1
					241	61	95	8	71	5	1
					0	0	0	0	0	0	0
					3,816	393	1,392	237	1,178	603	13
Date	Time	Agency/Department	Location	Presentation							
15-Oct-07	9:00 AM	Inspect/Appeals & Public Health	Lucas	2008 Enrollment and Change							
									14		
17-Oct-07	9:00 AM	Board of Nursing	Riverpoint	2008 Enrollment and Change							
	11:00 AM	DNR	Wallace	2008 Enrollment and Change							
									20		
									84		
18-Oct-07	9:00 AM	Blind	524 4th St	2008 Enrollment and Change							
	11:00 AM	DNR - Water Quality	401 SW 7th St	2008 Enrollment and Change							
	4:00 PM	Blind	524 4th St	2008 Enrollment and Change							
									38		
									19		
									12		
19-Oct-07	1:30 AM	Inspect/Appeals & Public Health	Lucas	2008 Enrollment and Change							
									18		
22-Oct-07	6:15 AM	Woodward Resource Center	Woodward	2008 Enrollment and Change							
	8:30 AM	Woodward Resource Center	Woodward	2008 Enrollment and Change							
	10:30 AM	Woodward Resource Center	Woodward	2008 Enrollment and Change							
	12:30 PM	Woodward Resource Center	Woodward	2008 Enrollment and Change							
	2:30 AM	Woodward Resource Center	Woodward	2008 Enrollment and Change							
									0		
									11		
									24		
									10		
									11		
23-Oct-07	9:00 AM	Inspect/Appeals & Public Health	Lucas	2008 Enrollment and Change							
	1:00 PM	CBC	Fairfield	2008 Enrollment and Change							
									40		
									8		
24-Oct-07	9:00 AM	IA College Student Aid Commission	200 10th, 4th Fl	2008 Enrollment and Change							
	2:30 PM	Education	Grimes	2008 Enrollment and Change							
									11		
									43		
25-Oct-07	9:00 AM	Dept of Mgmt	Capital	2008 Enrollment and Change							
25-Oct-07	1:00 PM	Vocational Rehab	Parker	2008 Enrollment and Change							
									20		
									23		
26-Oct-07	8:30 AM	DAS	CCM	2008 Enrollment and Change							
	11:00 AM	Iowa Finance Authority	2015 Grand	2008 Enrollment and Change							
	1:00 PM	iLinc Presentation		2008 Enrollment and Change							
									7		
									24		
										174 (estimate)	
29-Oct-07	9:00 AM	Judicial District 6	Cedar Rapids	2008 Enrollment and Change							
	11:00 AM	Judicial District 6	Cedar Rapids	2008 Enrollment and Change							
	1:00 AM	Judicial District 6	Iowa City	2008 Enrollment and Change							
	3:00 PM	Judicial District 6	Iowa City	2008 Enrollment and Change							
									20		
									18		
									18		
									16		
30-Oct-07	9:00 AM	Judicial District 6	Anamosa	2008 Enrollment and Change							
	1:00 AM	Judicial District 6	Vinton	2008 Enrollment and Change							
									8		
									5		

Appendix A: 2007 Insurance and Welfare Education Presentations

					2007	Continuing	2008		Special		
					Benefits	Benefits at	Ready,	Enrollment	iLinc	Designed	
					Total	Retirement	Set, Retire	& Change	2008 EC&P	Presentation	
					Overview						
Number of Presentations Scheduled					241	61	95	8	71	5	1
Number of Presentations Made					241	61	95	8	71	5	1
Number of Upcoming Presentations					0	0	0	0	0	0	0
Number of Attendees					3,816	393	1,392	237	1,178	603	13
Date	Time	Agency/Department	Location	Presentation							
31-Oct-07	9:00 AM	Judicial District 6	Marengo	2008 Enrollment and Change					4		
	1:00 AM	Judicial District 6	Toledo	2008 Enrollment and Change					8		
1-Nov-07	6:30 AM	DOC/DHS	Clarinda	2008 Enrollment and Change					1		
	8:00 AM	DOC/DHS	Clarinda	2008 Enrollment and Change					6		
	9:30 AM	DOC/DHS	Clarinda	2008 Enrollment and Change					8		
	11:00 AM	DOC/DHS	Clarinda	2008 Enrollment and Change					8		
	1:00 AM	DOC/DHS	Clarinda	2008 Enrollment and Change					14		
	2:30 AM	DOC/DHS	Clarinda	2008 Enrollment and Change					13		
2-Nov-07	9:00 AM	Public Safety	DPS	2008 Enrollment and Change					9		
	11:00 AM	Public Safety	DPS	2008 Enrollment and Change					3		
	2:00 PM	Iowa Veterans Home	Marshalltown	2008 Enrollment and Change					15		
5-Nov-07	8:30 AM	iLinc Presentation		2008 Enrollment and Change							104 (estimate)
	10:00 AM	Drug Control Policy	401 SW 7th	2008 Enrollment and Change					8		
	11:30 AM	Education	Grimes	2008 Enrollment and Change					33		
	1:30 PM	Governor's Office	Capitol	2008 Enrollment and Change					8		
	3:00 PM	DAS	Hoover	2008 Enrollment and Change					34		
6-Nov-07	9:00 AM	Iowa Finance Authority	2015 Grand	2008 Enrollment and Change					27		
	11:00 AM	Public Safety	DPS	2008 Enrollment and Change					4		
	1:00 PM	iLinc Presentation		2008 Enrollment and Change							103 (estimate)
	3:00 PM	Public Safety	DPS	2008 Enrollment and Change					7		
7-Nov-07	8:30 AM	IPTV	Johnson	2008 Enrollment and Change					25		
	11:00 AM	IPERS	IPERS	Ready, Set, Retire			42				
	2:00 PM	Iowa Veterans Home	Marshalltown	2008 Enrollment and Change					11		
	3:30 PM	Iowa Veterans Home	Marshalltown	2008 Enrollment and Change					0		
8-Nov-07	9:00 AM	DHS	Sioux City	2008 Enrollment and Change					33		
	10:15 AM	DHS	Sioux City	Continuing Benefits at Retirement		26					
	1:00 PM	CBC	Sioux City	2008 Enrollment and Change					0		
9-Nov-07	8:30 AM	DAS	Hoover	2008 Enrollment and Change					22		
	10:00 AM	DAS	Hoover	2008 Enrollment and Change					19		
	12:00 PM	Revenue	Hoover	2008 Enrollment and Change					15		
	2:00 PM	Attorney General	Hoover	2008 Enrollment and Change					5		

Appendix A: 2007 Insurance and Welfare Education Presentations

					2007	Continuing	2008		Special		
					Benefits	Benefits at	Ready,	Enrollment	iLinc	Designed	
					Total	Retirement	Set, Retire	& Change	2008 EC&P	Presentation	
					Overview						
Number of Presentations Scheduled					241	61	95	8	71	5	1
Number of Presentations Made					241	61	95	8	71	5	1
Number of Upcoming Presentations					0	0	0	0	0	0	0
Number of Attendees					3,816	393	1,392	237	1,178	603	13
Date	Time	Agency/Department	Location	Presentation							
13-Nov-07	1:45 PM	School for the Deaf	Council Bluffs	2008 Enrollment and Change					17		
	3:15 PM	School for the Deaf	Council Bluffs	2008 Enrollment and Change					10		
14-Nov-07	8:30 AM	Judicial District 8	Burlington	2008 Enrollment and Change					25		
	11:00 AM	Judicial District 8	Burlington	2008 Enrollment and Change					17		
	1:00 PM	Judicial District 8	Ottumwa	2008 Enrollment and Change					16		
	3:30 PM	Judicial District 8	Ottumwa	2008 Enrollment and Change					21		
15-Nov-07	9:00 AM	iLinc Presentation		2008 Enrollment and Change						125 (estimate)	
16-Nov-07	8:30 AM	DHS	Waterloo	2008 Enrollment and Change					21		
	10:00 AM	DHS	Waterloo	2008 Enrollment and Change					10		
	1:00 PM	DHS	Mason City	2008 Enrollment and Change					14		
	3:00 PM	DHS	Mason City	2008 Enrollment and Change					10		
19-Nov-07	10:00 AM	Attorney General	Hoover	2008 Enrollment and Change					14		
	12:30 PM	CBC	910 Washington	2008 Enrollment and Change					13		
	2:45 PM	CBC	Ft Des Moines	2008 Enrollment and Change					10		
20-Nov-07	10:00 AM	iLinc Presentation		2008 Enrollment and Change						97 (estimate)	



Appendix B

Summary of Evaluations



Appendix B: Summary of Evaluations

Presentation: Total

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
The presentation was organized in a clear and logical format.	26 3%	0 0%	4 1%	205 28%	510 68%	745 100%
The subject matter covered in the presentation met my expectations.	25 3%	4 1%	20 3%	238 32%	448 61%	735 100%
The PowerPoint slides were legible and helpful.	26 4%	4 1%	13 2%	222 30%	476 64%	741 100%
The presenter was prepared and had a good command of his subject.	25 3%	2 0%	2 0%	135 18%	577 78%	741 100%
The presenter managed his time well.	26 4%	6 1%	12 2%	182 25%	513 69%	739 100%
The presentation was helpful in understanding my benefits.	26 4%	4 1%	12 2%	203 28%	493 67%	738 100%

Bargaining Unit		
AFSCME	355	50%
AFSCME Judicial	18	3%
Non-Contract Judicial	7	1%
Non-Contract	216	31%
PPME	7	1%
SPOC	0	0%
UE/IUP	105	15%
Total	708	100%

Age		
Less than 20 years old	0	0%
20 – 29 years old	25	3%
30 – 39 years old	49	7%
40 – 49 years old	148	20%
50 – 59 years old	382	53%
60 – 65 years old	101	14%
65+ years old	21	3%
Total	726	100%

Length of Service		
0 – 4 years	99	13%
5 – 9 years	100	14%
10 – 14 years	84	11%
15 – 19 years	78	11%
20 – 24 years	117	16%
25+ years	256	35%
Total	734	100%

Appendix B: Summary of Evaluations

Presentation: 2007 Benefits Overview

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
The presentation was organized in a clear and logical format.	4 7%	0 0%	0 0%	13 22%	41 71%	58 100%
The subject matter covered in the presentation met my expectations.	3 5%	1 2%	0 0%	18 31%	36 62%	58 100%
The PowerPoint slides were legible and helpful.	3 5%	1 2%	0 0%	15 26%	39 67%	58 100%
The presenter was prepared and had a good command of his subject.	3 5%	1 2%	0 0%	15 26%	39 67%	58 100%
The presenter managed his time well.	4 7%	0 0%	1 2%	12 21%	41 71%	58 100%
The presentation was helpful in understanding my benefits.	4 7%	0 0%	0 0%	15 26%	39 67%	58 100%

Bargaining Unit		
AFSCME	27	53%
AFSCME Judicial	1	2%
Non-Contract Judicial	0	0%
Non-Contract	17	33%
PPME	0	0%
SPOC	0	0%
UE/IUP	6	12%
Total	51	100%

Age		
Less than 20 years old	0	0%
20 – 29 years old	1	2%
30 – 39 years old	7	13%
40 – 49 years old	12	22%
50 – 59 years old	24	44%
60 – 65 years old	8	15%
65+ years old	2	4%
Total	54	100%

Length of Service		
0 – 4 years	5	9%
5 – 9 years	8	15%
10 – 14 years	10	18%
15 – 19 years	4	7%
20 – 24 years	5	9%
25+ years	23	42%
Total	55	100%

Appendix B: Summary of Evaluations

Presentation: Continuing Insurance Benefits at Retirement

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
The presentation was organized in a clear and logical format.	10 3%	0 0%	1 0%	111 30%	252 67%	374 100%
The subject matter covered in the presentation met my expectations.	10 3%	1 0%	10 3%	136 37%	207 57%	364 100%
The PowerPoint slides were legible and helpful.	11 3%	1 0%	8 2%	115 31%	237 64%	372 100%
The presenter was prepared and had a good command of his subject.	10 3%	0 0%	1 0%	72 19%	289 78%	372 100%
The presenter managed his time well.	10 3%	1 0%	3 1%	94 25%	263 71%	371 100%
The presentation was helpful in understanding my benefits.	10 3%	1 0%	6 2%	108 29%	244 66%	369 100%

Bargaining Unit		
AFSCME	187	53%
AFSCME Judicial	1	0%
Non-Contract Judicial	6	2%
Non-Contract	101	28%
PPME	7	2%
SPOC	0	0%
UE/IUP	53	15%
Total	355	100%

Age		
Less than 20 years old	0	0%
20 – 29 years old	0	0%
30 – 39 years old	7	2%
40 – 49 years old	42	11%
50 – 59 years old	236	64%
60 – 65 years old	67	18%
65+ years old	15	4%
Total	367	100%

Length of Service		
0 – 4 years	15	4%
5 – 9 years	39	11%
10 – 14 years	27	7%
15 – 19 years	39	11%
20 – 24 years	72	19%
25+ years	178	48%
Total	370	100%

Appendix B: Summary of Evaluations

Presentation: 2008 Enrollment and Change

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
The presentation was organized in a clear and logical format.	12 4%	0 0%	3 1%	81 26%	217 69%	313 100%
The subject matter covered in the presentation met my expectations.	12 4%	2 1%	10 3%	84 27%	205 65%	313 100%
The PowerPoint slides were legible and helpful.	12 4%	2 1%	5 2%	92 30%	200 64%	311 100%
The presenter was prepared and had a good command of his subject.	12 4%	1 0%	1 0%	48 15%	249 80%	311 100%
The presenter managed his time well.	12 4%	5 2%	8 3%	76 25%	209 67%	310 100%
The presentation was helpful in understanding my benefits.	12 4%	3 1%	6 2%	80 26%	210 68%	311 100%

Bargaining Unit		
AFSCME	141	47%
AFSCME Judicial	16	5%
Non-Contract Judicial	1	0%
Non-Contract	98	32%
PPME	0	0%
SPOC	0	0%
UE/IUP	46	15%
Total	302	100%

Age		
Less than 20 years old	0	0%
20 – 29 years old	24	8%
30 – 39 years old	35	11%
40 – 49 years old	94	31%
50 – 59 years old	122	40%
60 – 65 years old	26	9%
65+ years old	4	1%
Total	305	100%

Length of Service		
0 – 4 years	79	26%
5 – 9 years	53	17%
10 – 14 years	47	15%
15 – 19 years	35	11%
20 – 24 years	40	13%
25+ years	55	18%
Total	309	100%