Special points of interest:

- TIAA-CREF Counseling
- TIAA-CREF Webinar
- MSRS Retirement Seminar
- Benny™ Card
- Retirement Plan Rate Increase
- Ochs Inc. Counseling

**Minnesota State Mankato Leadership Institute**

It is with pleasure that we announce the 9th annual Minnesota State Mankato Leadership Institute for 2014-2015. The primary purpose of our Leadership Institute is to develop our university’s number one resource – our faculty and staff. It is a selective program for faculty and staff who wish to develop leadership skills, grow in their current positions and prepare themselves for their future.

The Leadership Institute is a series of monthly day-long sessions that focus on developing leadership skills. Each session includes a combination of lecture, content, interaction, and reflection. Participants must commit to attending all sessions, complete required readings and assignments, and participate in discussions/activities. The Leadership Institute will cover key issues such as behavioral styles, ethics, communication, change management, understanding power, conflict management, and more. We are also fortunate to have faculty from our own academic departments working with the program to ensure quality and integrity of the learning experience.

Further information about this exciting professional development opportunity will be sent via email and available on the Professional Development website in the very near future. We hope you will consider applying to be a member of our 2014-15 cohort!

**2014-2015 tentative session dates:**

- September 19
- October 17
- November 21
- December (no class)
- January 23
- February 20
- March 20
- April 17

**9th Annual Frontline Conference**

**Energizing our Frontline Network**

On behalf of the joint planning committee, co-chaired by June Clark, AFSCME, and Mary Nadeau, System Office, AFSCME and MAPE employees are cordially invited to attend an exciting conference in late May.

The Ninth Annual “Energizing Our Frontline Network” Conference

This is a two-day event commencing on

Wednesday, May 28, 2014 at 10:00 a.m. and concluding on Thursday, May 29, 2014 at 2:00 p.m.

Lake Superior College, 2101 Trinity Road, Duluth, MN  55811-3399

Registration: [https://connect.mnscu.edu/sites/frontlineconference/SitePages/Registration.aspx](https://connect.mnscu.edu/sites/frontlineconference/SitePages/Registration.aspx)

(Conference Fee: $100.00)
**Using the Benny™ Card**

**What is it?** The Benny Card is a debit card that allows you to pay for eligible medical, dental, or vision expenses through the tax-free Medical/Dental Expense Account (MDEA) and/or the Health Reimbursement Arrangement (HRA). Using the card does not mean that all transactions are paperless. The IRS requires that ALL debit card transactions like the Benny Card be documented as eligible expenses. Most transactions are verified automatically. However, some will require documentation from the participant as substantiation for a specific debit card transaction.

**How to use it:**
- Use your Benny Card like a debit card when paying for eligible expenses.
- Use it only for a current year’s expense.
- Save all itemized receipts or Explanations of Benefits as documentation.
- The date the card is swiped is the date of the transaction. It may not correspond to the date service was provided.
- The card is limited by the amount in your MDEA and/or HRA.

For questions, contact Eide Bailly at 612-253-6633 or 1-800-300-1672. You can also call the Employee Insurance Division for help at 651-355-0100.

**If you receive a substantiation request from Eide Bailly:**
You must submit the documentation via fax, U.S. mail, mobile app, or online to Eide Bailly. If you do not provide the substantiation in a timely manner:
- Your debit card will be turned off.
- Your debit card transaction will be considered a collectible debt. If the amount is under $25, this amount will be included on your W2 form as taxable income. If the amount is $25 or greater, this amount will be reclaimed through the Department of Revenue’s Revenue Recapture system. This means that if you receive a state tax refund or property tax refund, your debt will be deducted from that refund.

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**TIAA-CREF Counseling**

Paul Fuller, a TIAA-CREF Financial Consultant, will be on campus for individual counseling sessions.

**DATES: May 20 through 23**
- Individual Retirement Account Plan (IRAP)
- Supplemental Retirement Plan (SRP)
- Tax Sheltered Annuity (TSA)/403(b) Plan

To schedule an appointment, call 866-843-5640.

**MSRS Retirement Seminar**

Minnesota State Retirement System (MSRS) is offering their semi-annual Pre-Retirement Seminar on May 15, 2014. This seminar is for employees who are within five years of retirement and are participating in one or more of the following programs:
- MSRS General Employees Retirement Plan
- Deferred Compensation Plan (MNDCP)
- Health Care Savings Plan (HCSP)

The seminar will be held at MNDOT, 2151 Bassett Dr. There is no cost to attend this half-day seminar, but reservations are required. For additional information, click on the “Pre-Retirement Seminar 5/15/14” link under “Retirement News” at [http://www.mnsu.edu/hr/benefits/](http://www.mnsu.edu/hr/benefits/).

**Retirement Plan Rate Increases**

Contribution rate increases are scheduled or proposed for two retirement plans this summer.

Faculty in the Teachers Retirement Association (TRA) retirement plan will see an increase in their payroll deductions for TRA again this year. The employee and employer payroll contributions to TRA will increase from 7% to 7.5% of salary beginning July, 2014. This increase is in accordance with legislation passed several years ago that aims to reduce TRA’s funding deficit.

A proposed rate increase for the Minnesota State Retirement System (MSRS) General Employees Retirement Plan is currently being considered by the legislature. The proposal is to increase the employee and employer contribution rates to MSRS from 5% to 5.5% beginning in July, 2014. Most classified staff are in the MSRS General Employees Retirement Plan.

**OCHS, Inc. Counseling**

Insurance-eligible employees are invited to meet with a representative from Ochs, Inc. on May 9, 2014, to review their life insurance, disability insurance, and accidental death and dismemberment insurance coverage and options. A consultant will be in the Centennial Student Union, Room 123, from 10:00 AM to 1:00 PM on Friday, May 9. To schedule an individual consultation, contact Michele at ochs@ochsinc.com or 800-392-7295. Additional information is available at [www.mnsu.edu/hr/benefits/](http://www.mnsu.edu/hr/benefits/) via the “Optional Benefits Info 5/9/14” link under “Insurance News.”

Ochs, Inc. services the SEGIP life, disability and AD&D plans, providing education and enrollment assistance to State of MN employees.