

HR Source

MONTHLY PUBLICATION FROM HUMAN RESOURCE SERVICES

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Tobacco Cessation Resources

UPCOMING TRAININGS

Travel: Basic Forms & procedures
4/7/16 9:00am—12pm

Supervisor as Motivator
4/21/16 9:30-11am

APRIL PAYDAYS

Monday, April 11
Monday, April 25

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In October 2015, the Washington State University Board of Regents adopted [new rules](#) prohibiting the use of tobacco and nicotine products at WSU Pullman. These new rules go into effect August 22, 2016. For those employees who use tobacco or nicotine products there are many resources available to you to help you [quit now](#).

“Just quitting” is very difficult; in fact according to the American Cancer Society only 4-7% of smokers are able to quit on their own. All employees receiving PEBB Benefits have access to tobacco cessation programs. [Group Health](#) and [Uniform Medical Plan](#) members have access to the Quit For Life Program. This program may include telephonic and web coaching, nicotine replacement therapies, or even pharmacotherapy support to help you quit. [Kaiser](#) plan members have access to the Breathe programs. Additionally, regardless of the health plan you chose,

tobacco cessation medication is now covered in full through your PEBB Health Plan, with a doctor’s prescription.

For all individuals, even those not enrolled on a PEBB Health Plan, there are many community resources to help you as well. In Washington there is the [Smoke Free Washington campaign](#) and in Idaho there are resources available through [Project Filter](#). Additional community and national resources can be found on the [HRS website](#). For WSU Pullman students who have paid their student health fee [Health & Wellness Services](#) provides Tobacco Cessation counseling and nicotine replacements.

There are many reasons to [quit smoking](#)—your health, the health of those around you, saving money, and now because the university is going tobacco and nicotine free in August. Use these resources to quit today!

Annual DRS Retirement Statements

If you are an active member of a PERS, TRS or LEOFF retirement plan, your 2015 annual retirement statement is now available from the Department of Retirement Systems (DRS). Simply log into "Account" to view the amount of service credit you've earned (for Plans 1, 2 and 3 members), as well as your balance in your defined benefit contribution account (Plan 3 members). From this site you can also run estimates as to what your future retirement plan benefit(s) could be.

If you are not signed up for online account access, why not [register now](#)? It's easy, secure, and takes only a few minutes. [Contact DRS](#) if you need assistance with your online account.

Attention Retirement Plan 3 Participants!

Effective March 4, 2016, *Empower Retirement* became the new record keeper for PERS and TRS Plan 3 accounts, and upgraded tools and resources for members are now available on the www.drs.wa.gov website.

Participants in PERS and TRS Plan 3 did not need to do anything during the changeover period, which ended March 4, 2016. All investment options you previously had remain the same, and your information was seamlessly transferred from the previous record keeper, *ICMA*, to *Empower*.

One thing to be aware of though is the impact to your defined contribution Plan 3 account history. May 31, 2016 will be the last day you can access your old [ICMA-RC account](#). If you want copies of your old statements or account history, be sure to download or print them before the end of May.

The Department of Retirement Systems (DRS) has been mailing information to Plan 3 participants since the first of the year they've also provided an [FAQ center](#), if you have any questions or concerns regarding the change-over.

All Plan 3 participants should have seen their normal retirement plan contributions made throughout this transitional period. To log on and review your current Plan 3 account, as well as the historical information contained on the ICMA site, log onto "Your Retirement Account" through the [DRS website](#). Through this login, you will be able to view your defined benefit account, plus link to the new *Empower* defined contribution account, as well as access your historical information from the old *ICMA* account. You are also able to access your defined contribution accounts directly (without going through DRS's site), and should have received a mailing with your PIN and Plan Number in late February from DRS.

If you have any questions on your retirement contributions, please contact Human Resource Services at (509) 335-4521 or hrs@wsu.edu.



Voluntary Retirement Plans

As tax time rolls around again, you may be thinking "How can I reduce my taxable income for next year?" WSU offers two voluntary retirement plans that can help you reduce your taxable income, while simultaneously helping you set aside additional money for retirement. These voluntary accounts are separate from your PERS/TRS/LEOFF/WSURP retirement plans, and don't come with an employer match, but are great ways to increase your retirement savings.

If reducing taxable income is not your main goal, think about setting up a post-tax or ROTH voluntary account. You can pay income tax on these contributions now, and have a tax-free account to draw from upon separation/retirement.

For more information on the voluntary plans offered through WSU, please visit our [website](#). This link includes enrollment forms for both plans, plus links to investment information and plan documents. You can also contact HRS at hrs@wsu.edu or (509) 335-4521 with questions.

April Featured Book

Dare: Straight Talk on Confidence, Courage, and Career for Women in Charge

Including insights and mentoring lessons from top women business leaders, this must-read book features straightforward, honest advice on gaining confidence, speaking up, finding mentors, learning to fail, building a network of allies, managing others, and more.

To access the book login [HERE!](#)