

CITY MANAGER'S EXECUTIVE ORDER NO. 15-003
CITY OF DES MOINES

AN EXECUTIVE ORDER OF THE CITY MANAGER OF THE CITY OF DES MOINES relating to an incentive program for employees to waive City medical coverage to provide a cost savings to the City, and establishing the City's policy for such incentive.

WHEREAS, it is presently City policy to offer health insurance coverage to all regular employees who work thirty (30) or more hours per week, and

WHEREAS, some City employees have other comprehensive group medical coverage available to them, such as through the employer of a family member, and

WHEREAS, enrolling in City medical coverage provides such employees double coverage, as well as City contributions to their Health Reimbursement Arrangement (HRA) account, and

WHEREAS, the City deems it fiscally prudent and in the best interests of the City and its employees to amend the current health insurance benefits policies to provide an incentive for employees to opt out of the medical insurance benefit, and

WHEREAS, this Executive Order establishes the following policy providing an incentive program for employees to waive City of Des Moines medical coverage as a cost savings measure for the City, NOW THEREFORE,

It is hereby ORDERED that City Manager's Executive Order 15-003 is established as follows:

1. If an employee opts out of the City's medical plans entirely, the employee will receive their choice of cash or Section 457 deferred compensation payments in lieu of the medical benefits.
2. Such payment will be equal to twenty-five percent (25%) of the City's savings, based on the premiums for the HealthFirst medical plan plus the Health Reimbursement Arrangement (HRA) contributions the City would have paid for non-represented employees, for the employee and any spouse and/or dependents who are eligible for City medical coverage.
3. To be eligible for such payments, the employee must provide proof of comprehensive group medical coverage through an employer or other entity that covers all individuals in a group. Individual medical insurance purchased on an individual or family basis does not qualify under this plan.

4. The City reserves the right to suspend or discontinue this order for future years. Employees will be notified during the open enrollment period if this order is suspended or discontinued.

DATED this 22nd day of December, 2015



Anthony A. Piasecki
City Manager
City of Des Moines

APPROVED AS TO FORM:



ATTEST:



City Clerk (A. H. H. H.)