

RESOLUTION

A RESOLUTION AUTHORIZING BENEFIT CHANGES FOR THE JULY 1, 2023 – JUNE 30, 2024 PLAN YEAR

WHEREAS, the City of Ankeny, Iowa, provides a comprehensive benefits package to city employees, including health, dental, life and long-term disability and other voluntary insurance coverages; and

WHEREAS, on an annual basis staff reviews the comprehensive benefits package in consultation with the city's benefits consultant; and

WHEREAS, the City Manager has reviewed and recommends the proposed benefit changes as follows:

1. Employer contributions to health insurance will decrease from 90% to 89%, consistent with union contracts.
2. Employer contributions to health savings accounts (HSA) will change from \$1,400 individual/\$2,800 family to \$1,500 individual/\$3,000 family, due to IRS changes requiring a minimum deductible amount for high deductible health plans (HDHP) of \$3,000 individual/\$6,000 family.
3. Increase the annual dental maximum from \$1,000 to \$1,250.
4. Change in insurance carrier for the following voluntary coverages: accident, critical illness and short-term disability.
5. Add hospital indemnity voluntary coverage.

WHEREAS, the City Council has reviewed the proposed benefit changes and determined it to be in the best interest of the City; and

WHEREAS, the City Council desires to establish by resolution the benefit changes for the July 1, 2023 – June 30, 2024 plan year.

NOW, THEREFORE, BE IT HEREBY RESOLVED by the City Council of the City of Ankeny, Iowa, that the Human Resources Director is authorized to execute said benefit changes for the July 1, 2023 – June 30, 2024 plan year.

Passed and approved the 1st day of May, 2023.

Mark E. Holm, Mayor

Attest:

Michelle Yuska, City Clerk