

## Ryan Waller

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**From:** Melissa McCoy  
**Sent:** Tuesday, September 11, 2018 3:02 PM  
**To:** Ryan Waller  
**Subject:** Spousal Carveout Update  
**Attachments:** 0818 Spousal Carve Out Survey Results.pdf

Ryan,

This is a follow up to my previous update to you on the spousal carveout. As mentioned in that email, the plan was to do an anonymous survey. I prepared the survey incorporating feedback from discussions with staff. Attached are the results. Here are the highlights of the survey results:

- 49 employees responded, we have 93 employees enrolled in our health plan
- It would cost employees anywhere from \$1200 - \$11,000 more a year to put their spouse on their own plan
- 27 employees would stay on our health plan if we implemented a spousal carve out, 13 would go on their spouse's plan
- 7 of the 49 respondents have employee and spouse coverage
- 32 of the 49 respondents have the family plan
- 47 comments about how employees do not agree with implementing a spousal carveout
- 30 employees would retain employment if we implemented spousal carveout, 12 would not

Today, 9/11, we held a benefits forum to share the survey results and discuss last night's IMU Board meeting. During the forum, Chris shared that the discussion and the IMU Board's questions focused primarily on a spousal surcharge. Employees that attended the benefits forum are concerned about the spousal surcharge and the added cost to them.

Please let me know if you have any questions.

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