CITY OF WEST DES MOINES
CITY COUNCIL MEETING COMMUNICATION

ITEM: Approval of Retirement Health Savings (RHS) Plan **DATE:** June 17, 2019

FINANCIAL IMPACT: No direct financial cost/impact for the City

BACKGROUND:

The Fire Command staff has unanimously voted to establish a retirement health savings plan. This plan would allow employees to contribute their accrued sick leave benefit payout received at retirement, to a retirement health savings account on a tax-free basis. Following retirement, the employee, spouse and their eligible dependents would be eligible to receive reimbursement from their health savings account for allowable insurance premiums on a tax-free basis.

Additionally, members of the IOUE, IAFF-Fire and members of the senior staff currently participate in an RHS.

OUTSTANDING ISSUES (if any): None

RECOMMENDATION: Motion to approve the Resolution for Adoption of the VantageCare Retirement Health Savings (RHS) Plan and to authorize the Human Resources Director to execute any necessary agreements or documents on behalf of the City of West Des Moines.

Lead Staff Member: Jane Pauba Dodge, Human Resources Director

STAFF REVIEWS

Department Director	Jane Pauba Dodge JPDodge
Appropriations/Finance	
Legal	
Agenda Acceptance	

PUBLICATION(S) (if applicable)

Published In	
Dates(s) Published	

SUBCOMMITTEE REVIEW (if applicable)

Committee			
Date Reviewed			
Recommendation	Yes	No	Split

RESOLUTION FOR ADOPTION OF THE VANTAGECARE RETIREMENT HEALTH SAVINGS (RHS) PROGRAM

Plan Number: 800061

Name of Employer: City of West Des Moines, Iowa

Affirmative Statement of the above-named Employer (the "Employer"):

WHEREAS, the Employer has employees rendering valuable services; and

WHEREAS, the establishment of a retiree health savings program serves the interests of the Employer by enabling it to provide reasonable security regarding such employees' health needs during retirement, by providing increased flexibility in its personnel management system, and by assisting in the attraction and retention of competent personnel; and

WHEREAS, the Employer has determined that he establishment of the retiree health savings program (the "Program") serves the above objectives:

NOW THEREFORE BE IT RESOLVED, that the Employer hereby adops the ICMA Retirement Corporation's VantageCare Retirement Health Savings Program through the Employer's integral part trust ("Trust") and the Employer's welfare benefits plan ("Plan")

BE IT FURTHER RESOLVED, that the assets of the Plan shall be held in trust, with the City of West Des Moines serving as trustee, under the direction of the Human Resources Director, for the exclusive benefit of Plan participants and their survivors, and the assets of the Plan shall not be diverted to any other purpose prior to the satisfaction of all liabilities of the Plan. The Human Resources Director is hereby authorized to execute the Declaration of Trust of the City of West Des Moines Employees Integral Part Trust in the form of the model trust made available by the ICMA Retirement Corporation.

BE IT FURTHER RESOLVED, that the Human Resources Director shall be the coordinator and contact for the Plan; shall receive necessary reports, notices, etc. and shall execute necessary agreements for the day-to-day operation of the Plan.

PASSED AND APPROVED this 17th day of June, 2019.

_____

Steven K. Gaer, Mayor

ATTEST:

_____

Ryan Jacobson, City Clerk