

PERSONNEL & ANIMAL WELFARE

MOTION

The Personnel Department (Personnel) is currently conducting a Dependent Eligibility Verification Program (DEV) of all civilian employees and their dependents enrolled in the City's Flex Benefits (Flex) health care program. The DEV program will help to control costs of the Flex program by identifying and removing ineligible enrollees who are receiving health care coverage. The removal of ineligible enrollees will result in lower premium subsidy costs and decreased plan utilization.

The DEV program requires all employees to provide verification of enrolled dependents to avoid being removed from the program. Personnel estimates that approximately 1-2% of enrollees are ineligible and need to be removed. Examples of ineligible dependents include children who exceed age eligibility and spouses of divorced employees.

The Flex program includes approximately 25,000 of the City's 40,000 total employee workforce. Given that the remaining City employees, covered under different health and retirement plans, may also have ineligible dependents enrolled resulting in higher health care costs, the City Administrative Officer should report on the efforts of other City health plan administrators relative to reducing costs associated with ineligible dependents.

I THEREFORE MOVE that the City Administrative Officer be instructed to report on the activities of City health plan administrators relative to dependent eligibility verification, and the feasibility of including in future bargaining instructions the implementation of a dependent eligibility verification program for the following organizations:

- Los Angeles Police Relief Association (LAPRA);
- Los Angeles Fire Relief Association (LAFRA);
- United Firefighters of Los Angeles City (UFLAC);
- Police Protective League (dental plan);
- Los Angeles City Employees' Retirement System; and
- Department of Water and Power health plans for retired and active employees, including International Brotherhood of Electrical Worker administered health plans.

PRESENTED BY:


 PAUL KORETZ

Councilmember 5th District

SECONDED BY:



ORIGINAL