

HOUSE REPUBLICAN STAFF ANALYSIS

Bill:	House File 1016/SF 565 (HF 913)	House State Gov:	PASSED March 5 (21-0)
Committee:	Appropriations/State Government	House Approps:	PASSED April 17 (24-1)
Floor Manager:	Representative Hora	House Floor:	
Date:	April 24, 2025	Senate Floor:	PASSED April 22 (46-0)
Staff:	Jason Covey (1-3626)	Governor:	

State Employee Surviving Spouse Insurance Coverage

- Authorizes DAS to continue the health insurance coverage for surviving spouses and eligible children of employees whose death is determined to be the direct result of a traumatic personal injury while performing the duties of their job.
- The State is not required to pay for the cost of the insurance coverage but can choose to cover all or a portion of the cost and would be the responsibility of the employing entity. Any uncovered portion of costs shall be paid by the surviving spouse or child for the continuation of coverage.
- **FISCAL IMPACT:** The DAS estimates that the maximum annual cost per eligible employee is approximately \$30,000.

Section by Section Analysis

Section 1 – Health insurance coverage – surviving spouse and children of employees of the state of Iowa (Iowa Code 509A.13E)

NEW SECTION – Allows for DAS to continue the existing health insurance coverage or reenrollment in previously existing coverage for the surviving spouse and each surviving child of an eligible state employee whose death is determined to be the direct and proximate result of a traumatic personal injury incurred in the performance of their job.

Continuation of coverage shall not occur if it is determined that the death was a result of stress, strain, known illnesses, the death was a result of intentional misconduct, the employee was intoxicated at the time of death, the employee performed their duties in a grossly negligent manner at the time of their death.

The cost of the insurance is not required to be covered by the state but may choose to cover the full cost or a portion of the cost. The employing entity of the state shall bear the cost of the health insurance. The surviving spouse and/or eligible children shall pay any uncovered cost of insurance to continue coverage.

Continuing coverage shall not be required if the surviving spouse or child becomes ineligible through remarriage, or the child has turned 26.

Section 2 – RETROACTIVE APPLICABILITY

Retroactive to January 1, 2024.

Amendment Analysis

H-1034 by Bergan)

Conforming strike-after amendment to SF 565. Adds to the language that continuation of coverage is provided as the payor of last resort, as permitted by federal law.