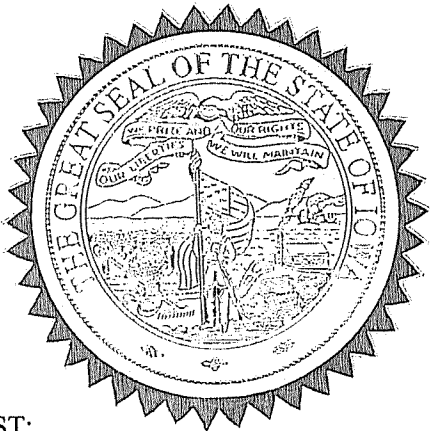
  
**State of Iowa**  
**Executive Department**

IN THE NAME AND BY THE AUTHORITY OF THE STATE OF IOWA

EXECUTIVE ORDER NUMBER SEVENTY-EIGHT

- WHEREAS, to control the rising costs of health care all Iowans need to take more ownership of our own health, protecting ourselves and our bodies by exercising, eating healthier and making healthier lifestyle choices; and
- WHEREAS, Iowans work hard every day to provide for their families, many Iowans pay the full costs of healthcare themselves while also paying taxes to fund state government; and
- WHEREAS, health care costs for state employees are paid for with taxpayer dollars earned by working families; and
- WHEREAS, the State of Iowa provides exceptional health care plans to state employees, and while hard-working state employees are able to take advantage of this system, the overwhelming majority of state employees pay nothing towards the cost of their own health care; and
- WHEREAS, most of Iowa's private sector workers pay part of their health care costs and self-employed Iowans and others responsible for their own health care costs pay all of their own health care costs out of their own pockets; and
- WHEREAS, in the interest of fairness to all working Iowans, many of whom pay both taxes and a significant amount toward their own health insurance, state employees should share in the health care costs currently funded by Iowa taxpayers; and
- WHEREAS, it is reasonable that Iowa taxpayers funding state employee benefits should expect state employees to pay the minimal amount of twenty percent of premium cost toward their own health care; and
- WHEREAS, state employees who willingly pay twenty percent of their health care costs will be good stewards of taxpayer dollars, saving the State of Iowa taxpayer dollars and setting an example demonstrating that state workers serve the taxpayers.

NOW, THEREFORE, I, Terry E. Branstad, Governor of the State of Iowa, declare that the interests of the taxpayers are well-served by allowing state employees to contribute to their own health care costs. I hereby order and direct that the Department of Administrative Services implement an arrangement whereby state employees may voluntarily contribute twenty percent of their health care costs.



IN TESTIMONY WHEREOF, I have hereunto subscribed my name and caused the Great Seal of Iowa to be affixed. Done at Des Moines this 2<sup>nd</sup> day of July in the year of our Lord two thousand twelve.

TERRY E. BRANSTAD  
GOVERNOR

ATTEST:

  
MATT SCHULTZ  
SECRETARY OF STATE