

**CITY OF EL PASO, TEXAS
AGENDA ITEM
DEPARTMENT HEAD'S SUMMARY FORM**

DEPARTMENT: Human Resources Department

AGENDA DATE: September 24, 2024

PUBLIC HEARING DATE:

CONTACT PERSON NAME AND PHONE NUMBER: Mary Wiggins, Chief Human Resources Officer-212-1267

DISTRICT(S) AFFECTED: All

STRATEGIC GOAL: Goal 6: Set the Standard for Sound Governance and Fiscal Management

SUBGOAL: 6.2: Implement employee benefits and services that promote financial security

SUBJECT:

Presentation of comparator analysis and budget impact for adding Gender Affirming benefits to the City's Employee Insurance plan.

BACKGROUND / DISCUSSION:

Item 26 from the July 30, 2024 City Council meeting.

PRIOR COUNCIL ACTION:

Discussion and action to direct the City Manager to take the steps necessary to opt into healthcare coverage of gender-affirming care for City of El Paso employees; and, in advance of implementation, to conduct a review including benchmarking of coverage provided by peer cities and other local government entities, analysis of typical claims, and development of potential coverage options to be presented to the City Council within 60 days.

AMOUNT AND SOURCE OF FUNDING:

Funding is dependent upon submitted eligible claims. Funding source will be Self Insurance Healthcare Fund

*****REQUIRED AUTHORIZATION*****

DEPARTMENT HEAD:

Mary Wiggins

(If Department Head Summary Form is initiated by Purchasing, client department should sign also)