

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

**DEPARTMENT:** Mayor and Council

**AGENDA DATE:** 07/30/2024

**CONTACT PERSON NAME AND PHONE NUMBER:**

Rep. Chris Canales, 915-212-0008

Rep. Josh Acevedo, 915-212-0002

Rep. Cassandra Hernandez, 915-212-0003

**DISTRICT(S) AFFECTED:** All Districts

**STRATEGIC GOAL:**

Goal 8 – Nurture and promote a healthy, sustainable community.

**SUBJECT:**

**APPROVE a resolution / ordinance / lease to do what? OR AUTHORIZE the City Manager to do what? Be descriptive of what we want Council to approve. Include \$ amount if applicable.**

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.

**BACKGROUND / DISCUSSION:**

**Discussion of the what, why, where, when, and how to enable Council to have reasonably complete description of the contemplated action. This should include attachment of bid tabulation, or ordinance or resolution if appropriate. What are the benefits to the City of this action? What are the citizen concerns?**

The City of El Paso is committed to fostering an inclusive and supportive workplace for all employees. As part of this commitment, it is essential to ensure that our healthcare benefits are comprehensive and address the diverse needs of our workforce. Currently, gender-affirming care is a critical aspect of healthcare for some individuals, and providing coverage for these services is crucial for the well-being, retention, and recruitment of our employees.

Cities such as Tucson, Louisville, Kansas City, San Francisco, New York City, Chicago, Austin, Denver, Portland, Seattle, Madison, Philadelphia, Salt Lake City, and Minneapolis provide gender-affirming care as part of their employee healthcare plans. These and other peer cities have recognized the importance of including gender-affirming care in their healthcare plans. These cities have set benchmarks and standards that can guide our efforts in implementing similar coverage. By opting into healthcare coverage for gender-affirming care, the City of El Paso will align itself with best practices and demonstrate its dedication to equity and inclusivity.

This initiative not only supports the health and well-being of our employees but also strengthens our position as an employer of choice, committed to upholding the principles of diversity, equity, inclusion, and accessibility.

**PRIOR COUNCIL ACTION:**

Has the Council previously considered this item or a closely related one?

N/A

**AMOUNT AND SOURCE OF FUNDING:**

How will this item be funded? Has the item been budgeted? If so, identify funding source by account numbers and description of account. Does it require a budget transfer?

N/A

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\*\*\*\*\*REQUIRED AUTHORIZATION\*\*\*\*\*

**DEPARTMENT HEAD:**

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