



Received

FEB 06 2023

January 27, 2023

City of Dripping Springs

Dripping Springs  
Michelle Fischer  
PO Box 384  
Dripping Springs TX 78620-0384

**Re: Notice Regarding TML Health Benefit Pool's Contribution Policy**

Dear Michelle Fischer:

This letter is your notice that, effective May 1, 2023, TML Multistate Intergovernmental Employee Benefits Pool d/b/a TML Health Benefits Pool ("TML Health"), will begin charging a contribution payment for the first month in which a new hire enrolls in coverage, even if the employee enrolls mid-month. Historically, TML Health has waived contributions for the first partial month of coverage when a new hire's benefits start in the middle of the month. However, with increasing pharmacy and claims costs, it is no longer financially sustainable to waive these contributions. As it is not possible to prorate monthly contributions, the full contribution amount will be required for this first month, even if it is a partial month of effective coverage.

Employer Groups may elect to change their Benefit Waiting Period (BWP) so that benefits begin on the first day of the month, which will help them avoid paying a full month's contribution amount for an initial partial month of coverage. For example, employers may change their BWP so that benefits become effective on the first day of the month following date of hire or first of month following 30 or 60 days from date of hire. The Affordable Care Act mandates that a BWP not exceed 90 total calendar days. An Employer Group that currently has a BWP of 90 days may choose not to change it, but would necessarily be charged the full monthly contribution for the first partial month of coverage when benefits begin so that the BWP in total does not exceed 90 calendar days.

Please contact Heather VonGonten at 512-719-6519/Heather.VonGonten@tmlhb.org with any questions you may have about this change. If your group would like to instruct TML Health to implement a change to its BWP for new hires before TML Health's revised Contribution Policy becomes effective on May 1, 2023, please fill out and sign the attached form, and return it to Heather VonGonten **on or before March 1, 2023**. If your group does not wish to make a change to its BWP, no action is necessary and you can ignore the attached form.

Sincerely,

*Jennifer Hoff*

Jennifer Hoff  
Executive Director  
[Jennifer.Hoff@tmlhb.org](mailto:Jennifer.Hoff@tmlhb.org)

**Benefit Waiting Period Change Form**

Donna ID No 1 hereby instructs TML Health to implement a change to its Benefit Waiting Period (“BWP”) for new hires as indicated below (**check only one option**):

Please implement a BWP of so benefits become effective on the first day of the month following a new employee’s start date.

Please implement a BWP of so benefits become effective on the first day of the month following 30 days after a new employee’s start date.

Please implement a BWP of so benefits become effective on the first day of the month following 60 days after a new employee’s start date.

Authorized signature on behalf of Donna ID No 1:

\_\_\_\_\_

By: \_\_\_\_\_

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

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