



MEMO

To: Mayor and City Council Members
From: Tracey Vasquez, Human Resources Manager
Date: March 1, 2023
RE: TML Health Benefits

TML Health Benefits Employer Group election change to the Benefit waiting Period.

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.

Previously, with TML Health, employees would receive full benefits on day 31 of employment, adhering to the Affordable Care Act that mandates a Benefit Waiting Period not to exceed ninety (90) total calendar days.

Attachments:
TML Health Benefit Waiting Period Change Form



Benefit Waiting Period Change Form

City of Manor

Group Name

We hereby instruct 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:



By: Tracey Vasquez

Name: Scott Moore

Title: City Manager

Date: 02/17/2023