



## MEMORANDUM

**TO:** Mayor and Council Members

**FROM:** Joya Hayes, Director, Human Resources and Civil Service *JA*

**THROUGH:** Veronica Briseño, Assistant City Manager

**DATE:** November 1, 2022

**SUBJECT:** **Update on Inclusion of Family Building Support such as Fertility and Adoption and Fostering Assistance (Resolution No. 20220519-035)**

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The purpose of this memorandum is to provide an update regarding [Resolution No. 20220519-035](#) requesting a study and recommendations for providing inclusive and high-quality family-building benefits to City employees, including, but not limited to, expanded access to IVF, cryopreservation, and support for adoption, foster care, and kinship placement services.

On May 17, 2022, staff began working with the City's actuary to research options, best practices and benchmarking providing expanded benefits that include IVF, cryopreservation, and support for foster/adoption. The actuary has been delayed in providing their data and analysis due to illness. Additionally, Human Resources Department staff will need to do a cost benefit analysis on the benefits to see how they might impact the current rates. Staff will provide its responsive report by December 16, 2022.

cc: Spencer Cronk, City Manager