

PERSONNEL DEPARTMENT

MICHAEL P. GARDNER

Director

CITY OF CAMBRIDGE
795 MASSACHUSETTS AVENUE
CAMBRIDGE, MASSACHUSETTS 02139-2319
TEL. 617-349-4332
FAX. 617-349-4312

To: Robert W. Healy
City Manager

From: Michael P. Gardner
Personnel Director 

Date: November 29, 2000

Re: Council Order #014, dated November 20, 2000 RE: Health Care Benefits

In response to Council Order # 014 referenced above, City health insurance providers have received a copy of the Court's decision, and have been notified of the City's desire to offer continuing coverage to domestic partners through the COBRA statute or a similar mechanism. All of our health insurance providers have informed us that they will honor COBRA coverage for domestic partners and domestic partner dependents who are losing coverage due to the court order. It is our intent to give those affected individuals formal notification of COBRA coverage, along with election forms, in early January 2001. Letters communicating this information to the affected individuals will be sent out this week (copy attached).

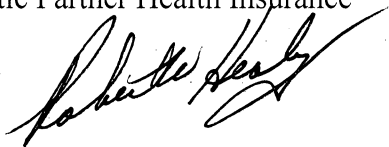
The City's Personnel Department will continue to communicate with the health insurance providers and the affected individuals in order to ensure a transition process that is as uncomplicated as possible.



CITY OF CAMBRIDGE • EXECUTIVE DEPARTMENT

Robert W. Healy, City Manager Richard C. Rossi, Deputy City Manager

To: City of Cambridge Employees
Utilizing Domestic Partner Health Insurance

From: Robert W. Healy
City Manager 

Date: November 29, 2000

Re: Domestic Partner Health Insurance Coverage

Our health insurance providers have agreed that offering continuing coverage for domestic partners and domestic partner dependents through the COBRA statute or a similar mechanism will be honored by the plans. This will allow affected individuals to purchase an additional 36 months of coverage beyond January 31, 2001, at 102% of the total cost. It is our intent to send out formal COBRA notices and election forms in January 2001 to affected individuals.

In the meantime, if a domestic partner has another source of health insurance coverage (i.e. through his/her employer), we would encourage him or her to contact that source and find out under what circumstances that coverage would be made available, should that be an option he or she wishes to pursue. If, in order to qualify for such coverage, any affected individuals need formal notification regarding loss of coverage before January 31, 2001, please contact the Employee Benefits department at 349-4337.

We will keep you informed of any developments that relate to your health insurance coverage. Please feel free to contact members of the Employee Benefits staff at 349-4337 with any questions you may have in this matter.



2000 Things 2 Do in 2000



20.

CITY OF CAMBRIDGE • EXECUTIVE DEPARTMENT

Robert W. Healy, City Manager Richard C. Rossi, Deputy City Manager

December 4, 2000

To The Honorable, The City Council:

Please find attached a response to Awaiting Report Item No. 00-122, regarding a report on efforts to obtain approval to provide COBRA benefits for families of employees who will lose health care benefits as a result of the recent Court ruling, received from Personnel Director Michael P. Gardner.

Very truly yours,

A handwritten signature in black ink, appearing to read "Robert W. Healy".

Robert W. Healy
City Manager

RWH/mec
Attachments



2000 Things 2 Do in 2000

S427

Communication from Robert W. Healy, City Manager, relative to Awaiting Report Item Number 00-122, regarding a report on efforts to obtain approval to provide COBRA benefits for the families of employees who will lose health care benefits as a result of the recent Court ruling.

In City Council December 4, 2000

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