



# City of Smyrna

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## Issue Sheet

File Number: 2014-342

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**Agenda Date:** 1/5/2015

**Version:** 1

**Status:** Agenda Ready

**In Control:** City Council

**File Type:** Authorization

**Agenda Number:** A.

**WARD:** Citywide

**COMMITTEE:** Human Resources

**\$ IMPACT:**

**Agenda Title:**

Consideration and approval to extend benefits to all benefit-eligible employees entering into a legally recognized marriage.

**ISSUE:** Consideration to extend benefits to all benefit-eligible employees who enter into a legally recognized marriage (whether traditional or same-sex)

**BACKGROUND:** With the growing legalization and recognition of marriage between same-sex couples, the city has begun discussion whether it should recognize and treat legally married same-sex partners the same as heterosexual couples for the purpose of application of city policies and benefits.

Such issue could be addressed by adopting a policy addressing Benefit Eligibility.

**RECOMMENDATION/REQUESTED ACTION:** If council chooses to extend benefits to all benefit-eligible employees in a legally recognized marriage (traditional or same sex), staff recommends adopting the Benefit Eligibility policy.