



City of Smyrna

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Issue Sheet

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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.