COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND

2025 Legislative Session

Bill No. CB-007-2025

Chapter No. 3

Proposed and Presented by Council Member Fisher

Introduced by Council Members Fisher, Watson, Olson, Harrison, Ivey, Burroughs, Oriadha, Blegay, Hawkins and Dernoga

Co-Sponsors

Date of Introduction March 18, 2025

BILL

AN ACT concerning

County Employee Access to In Vitro Fertilization and Egg Freezing Fertility Coverage

For the purpose of requiring that any health insurer contracted to offer health insurance plans to county employees include health insurance plans which will feature and have IVF and Egg Freezing fertility coverage as an offered part of health insurance.

BY repealing and reenacting with amendments:

SUBTITLE 16. PERSONNEL.

Section 16-212,

The Prince George's County Code

(2023 Edition; 2024 Supplement).

SECTION 1. BE IT ENACTED by the County Council of Prince George's County, Maryland, that Section 16-212 of the Prince George's County Code be and the same is hereby repealed and reenacted with the following amendments:

SUBTITLE 16. PERSONNEL.

DIVISION 15. DEVELOPMENT AND INCENTIVES.

Sec. 16-212. - Health and life insurance plans.

The County Executive shall establish health and life insurance plans for the benefit of all permanent status employees. Said plans may provide for contributions by both the County and participating employees toward the cost of maintaining said plans. The benefits established under said plans, as well as any County contributions thereto, may be increased from time to time by

the County Executive, but said benefits and/or contributions shall not be decreased by the County Executive without the prior approval of the County Council by resolution or by a specific reduction of the amount of funds budgeted for said purposes. Any insurer contracted with or procured by the County to provide health insurance to county employees shall offer at least one health insurance plan to county employees that includes a hospital that both provides inpatient hospital care and is located in Prince George's County in the health insurance plan's coverage network for inpatient hospital care. This provision shall apply prospectively to the time of the County contract renewal, extension, or procurement for health insurance plans. Any insurer contracted with or procured by the County to provide health insurance to county employees shall offer IVF and Egg Freezing fertility coverage as an offered part of health insurance. Egg Freezing coverage for purposes of this section shall involve proactive care and egg storage for a period of not less than ten (10) years. This provision shall apply prospectively to the time of the County contract renewal, extension, or procurement for health insurance plans.

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SECTION 2. BE IT FURTHER ENACTED that the provisions of this Act are hereby declared to be severable; and, in the event that any section, subsection, paragraph, subparagraph, sentence, clause, phrase, or word of this Act is declared invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the remaining words, phrases, clauses, sentences, subparagraphs, paragraphs, subsections, or sections of this Act, since the same would have been enacted without the incorporation in this Act of any such invalid or unconstitutional word, phrase, clause, sentence, paragraph, subparagraph, subsection, or section.

SECTION 3. BE IT FURTHER ENACTED that this Act shall take effect forty-five (45) calendar days after it becomes law.

Adopted this 8th day of April , 2025.

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND

BY: _____

Edward P. Burroughs III
Chair

ATTEST:

Donna J. Brown
Clerk of the Council

APPROVED:

DATE: May 6, 2025

BY: _____

Tara H. Jackson
Acting County Executive

KEY:
Underscoring indicates language added to existing law.
[Brackets] indicate language deleted from existing law.
Asterisks *** indicate intervening existing Code provisions that remain unchanged.

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