



Dear PBA Member:

I am writing with important information concerning our City health benefits. Beginning this month, the City is conducting an audit to verify dependent eligibility for City employees enrolled in the health benefits program.

Over the next several months, both active and retired City employees who have enrolled dependents will receive a letter from the City and the independent auditor, Health Management Systems, Inc. (HMS), requesting documents and information to verify their dependents' eligibility.

When the City initiated its first dependent eligibility verification audit in 2013, the PBA joined the Municipal Labor Committee (MLC) in suing to obtain a number of protections for our members, including: 1) an appeal process for members whose dependents are deemed ineligible; 2) protection against discipline or financial penalties for members whose ineligible dependents are removed; and 3) privacy safeguards for all documents and information submitted as part of the audit. Those protections remain in place for this audit.

For this audit, it is critical that you respond by providing the requested documentation before the deadline specified in the letter. Failure to respond may result in the removal of your dependents from the City's health benefits program.

In the meantime, we recommend members with dependents begin gathering the necessary documentation for the audit. Requested documents may include: marriage or domestic partnership certificates, birth or adoption certificates, your 2025 tax return and/or other proof of current relationship status (i.e., utility bill, mortgage/bank statements, etc.). Please be sure to submit only copies – not the originals – of the requested records, as all submitted documents will be destroyed upon the audit's completion.

As always, the PBA will continue to monitor the process to ensure that our members' rights remain protected.

In Solidarity,

Patrick Hendry
President