

**PRINCE GEORGE'S COUNTY COUNCIL**  
**COMMITTEE REPORT**  
**2024 Legislative Session**

Reference No.: CB-007-2025  
Draft No.: 2  
Committee: Health, Human Services, and Public Safety  
Date: February 20, 2025  
Action: FAV (A)

**REPORT:**

Committee Vote: Favorable 4-0 (In favor of Council Members Fisher, Blegay, Hawkins, and Watson)

Absent: Council Member Olson

The Health, Human Services, and Public Safety Committee met on February 20, 2025, to consider CB-007-2025. Sponsored by Chair Fisher, the legislation would require Prince George's County Government to ensure that its provided health insurance includes IVF and egg-freezing coverage as part of its offered benefits.

Mr. David Noto, Legislative Budget & Policy Analyst, explained that CB-007-2025 requires coverage for IVF and egg freezing. Its fiscal impact on the county is likely minimal since IVF is already mandated under state law, and egg freezing is covered in some instances. Mr. Noto highlighted that IVF costs range from \$14,000 to \$25,000 per cycle, with a lifetime benefit cap of \$100,000, and that insurers may require patients to try less expensive treatments first. While some insurance plans provide limited coverage for egg freezing, others do not. Data from other states suggest that mandating fertility coverage has little effect on insurance premiums, reinforcing the conclusion that CB-007-2025 will not significantly impact county finances.

Chair Fisher, the bill sponsor, explained that the bill originated from her discovery that the county's insurance plans do not cover elective egg freezing or storage. She emphasized the importance of making county government appealing to all generations of employees, particularly young women in public service who may want to preserve fertility for later in life. Chair Fisher expressed that covering egg freezing would be cost-effective for future IVF treatments, as using young eggs leads to better success rates and lower costs. She proposed an amendment to ensure insurance plans offer proactive egg freezing, not just for medical reasons, and to cover egg storage for up to 10 years. She acknowledged concerns about storage costs and stressed that this support would be significant for public servants.

Chair Fisher thanked Ms. Valarie Farrar, Director, Office of Personnel Management, for providing documents clarifying existing insurance plans relative to IVF and egg freezing.

Leroy Maddox, Legislative Attorney, explained that the language for the proposed amendment would be on line 9, after health insurance. It would read that egg freezing coverage for this section shall involve proactive care and egg storage for no less than 10 years.

Chair Fisher made a motion to move favorably on draft 2, which was seconded by Vice Chair Hawkins and passed 4-0.

John Erzen, Deputy Chief of Staff in the Office of Acting County Executive, and Gitana Stewart-Ponder, Deputy Director in the Office of Human Resources and Management, discussed a friendly amendment to clarify that the county, rather than insurance providers, ensure egg-freezing coverage. After an explanation of the existing language in the county code, it was determined that an amendment wasn't necessary.

Mr. Erzen questioned whether the state-mandated egg storage. Chair Fisher expressed that the state does not mandate egg storage; that would be extra.

Chair Fisher asked Mr. Maddox to explain to the committee what he meant by "mandated by the state." Mr. Maddox confirmed that while state law covers some fertility treatments, local law can be more stringent.

Dinora Hernandez, Office of Law, explained that the amendments in proposed Draft 2 regarding proactive egg freezing and storage, as described by Mr. Maddox, fall within the authority of the County Council. Therefore, we find the legislation to be in proper legislative form and see no legal impediment to its adoption.

Chair Fisher moved favorable as amended on CB-007-2025, seconded by Council Member Watson. The motion passed favorably 4-0.