



Legislation Details (With Text)

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Title: Resolution to Approve Contract with Unum Life Insurance Company of America, Inc. to Provide Group Term Life, Accidental Death and Dismemberment, Short-Term Disability, and Long-Term Disability Insurance Coverage to City Employees and/or their Dependents (\$630,000)

Sponsors:

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Attachments:

Date	Ver.	Action By	Action	Result
1/19/2016	1	City Council	Approved	Pass

Resolution to Approve Contract with Unum Life Insurance Company of America, Inc. to Provide Group Term Life, Accidental Death and Dismemberment, Short-Term Disability, and Long-Term Disability Insurance Coverage to City Employees and/or their Dependents (\$630,000)
The attached Resolution authorizes a contract for group term life, accidental death and dismemberment, short-term disability, and long term disability coverage with our group insurance provider, Unum covering the term July 1, 2015 through December 31, 2016.

Budget/Fiscal Impact: The necessary funds were appropriated as part of the FY16 approved budget through June 30, 2016. Required funding for the portion of the contract term from July 1, 2016 through December 31, 2016 will be budgeted in the FY17 budget. The estimated annual cost of this employee benefit is \$420,000.

The requested approval is for an 18-month contract with our service provider. The contract for this Plan is transitioning from a fiscal year term to a calendar year term; which will require retroactively approval of the contract term from July 1, 2015 to December 31, 2015.

This Plan is a fully-insured program, and requires the City to pay for the total cost of basic life insurance premiums, and share with employees the cost of employee optional life insurance premiums. Employee labor contracts and employee benefit plans establish the level of life insurance, accidental death and dismemberment, and short term and long-term disability insurance coverage for City employees.

The benefit coverage levels will remain the same for the FY16 and FY17 as currently underwritten.

Prepared by: Kelly Beck, Employee Benefits Supervisor

Reviewed by: Robyn Wilkerson, Director of Human Resources and Labor Relations

Approved by: Tom Crawford, Interim City Administrator

Whereas, The City provides group term life insurance coverage to City employees and their eligible

dependents, optional life insurance coverage, long-term disability coverage and short-term disability coverage in accordance with the employee benefits program and various labor contracts at an estimated annual cost of approximately \$420,000;

Whereas, The Human Resources Services recommends transitioning from a fiscal year contract term to a calendar year contract term; which will require the approval of an 18-month contract effective July 1, 2015 through December 31, 2016;

Whereas, There is no increase of premium in the renewal rates or existing group term life insurance, optional life insurance, or optional long term disability insurance coverage with Unum Life Insurance;

Whereas, Necessary funding for the July 1, 2015 through June 30, 2016 portion of the contract term were approved as part of the FY16 budget and the remainder of the required funding will be budgeted in the FY17 budget; and

Whereas, Unum Life Insurance Company complies with the requirements of the City's Non-Discrimination and Living Wage Ordinances; and

RESOLVED, That City Council approve a contract with Unum Life Insurance Company, Inc. to provide group term life, accidental death and dismemberment and disability insurance coverage to City employees and their eligible dependents for the period July 1, 2015 through December 31, 2016; and

RESOLVED, That the City Administrator is authorized and directed to execute the necessary contract documentation after approval as to form by the City Attorney and take any further necessary administrative actions to implement this resolution.