



Legislation Text

File #: 16-1699, **Version:** 1

Resolution to Authorize Payments with Unum Life Insurance Company to Provide Group Term Life and Disability Coverage to City Employees and their Eligible Dependents and to Authorize the City Administrator to Execute the Necessary Documentation

The attached Resolution authorizes the payments of the group term life, accidental death and dismemberment, short-term disability, and long term disability coverage with our group insurance provider. The City is in a current contract with Unum Life Insurance Company of America through 12/31/17. The estimated annual cost of this employee benefit is \$420,000 (January-December, 2017).

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 above referenced cost projections are in accordance with the approved FY17 budget and anticipated FY18 budget, barring any unforeseen circumstances. The benefit coverage levels will remain the same for the FY17 and FY18 as currently underwritten with the addition of a new voluntary life benefit of 3x annual salary.

Prepared By Jessica Hull, Employee Benefits Supervisor

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

Approved By: Howard S. Lazarus, 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 \$420,000.00;

Whereas, The City's contract with Unum Life Insurance Company of America is due for renewal on January 1, 2018;

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, Human Resources Services recommends authorization of these payments;

Whereas, Funds have been appropriated in the Fiscal Year 2017 and is planned for and will be budgeted in the FY18 budget to cover projected costs associated with the provision of group term life insurance, optional life insurance, accidental death and dismemberment coverage, short term disability coverage, and optional long term disability coverage; and

Whereas, Unum Life Insurance Company complies with the requirements of the City's Non-

Discrimination and Living Wage Ordinances;

RESOLVED, That City Council approve the authorization for payments to Unum Life Insurance Company for the provision of group term life, accidental death and dismemberment and disability insurance coverage to City employees and their eligible dependents in accordance with this Resolution at an estimated annual cost of \$420,000.00 allocated to the applicable months of FY17 and FY18 and subject to final FY 18 budget approval; and

RESOLVED, That the City Administrator be 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.