



MEMORANDUM

To: Mayor and City Council

From: Matia Messemer, Director of Employee Experience

Date: September 24, 2024

Reference: Consider approval of the renewal contract with Mutual of Omaha, for Life, Accidental Death and Dismemberment (AD&D), Short Term Disability and Long-Term Disability (LTD) insurance, in the amount of \$264,821.00, as budgeted in FY 2024-2025 General Fund budget; and authorizing the City Manager to sign any necessary documents.

2040: Sustainable Government

Introduction:

This item is presented for approval of contract renewal with Mutual of Omaha for Life, Accidental Death and Dismemberment (AD&D), Short Term Disability and Long-Term Disability (LTD) insurance for all eligible employees.

Background:

These plans cover employees for loss of life, limbs, and disability while covered under this plan. This renewal reflects no changes in rates or plan coverage from the prior year.

Benefit to the Community:

The community is best served when the City can recruit and retain a quality work force. Offering City employees Life, Accidental Death and Dismemberment, Long-term Disability, and Short-term Disability benefits strengthens the employee value proposition that attracts and retains a quality workforce. Approval of this item protects City employees and their family's future in the case of death, dismemberment, or disability.

Legal Review:

This renewal is tied to the main agreement, which was reviewed by the City Attorney.

Fiscal Impact:

The fiscal impact of this agenda item is \$264,821.00, as budgeted in the FY 2024-25 General Fund budget.

Recommendation:

Staff recommends approval of this item.