



MEMORANDUM

To: Mayor and City Council

From: Matia Messemer, Director of Employee Experience

Date: September 26, 2023

Reference: Consider approval of the renewal contract for the procurement of Life, Accidental Death and Dismemberment (AD&D), Short Term Disability and Long Term Disability (LTD) with Mutual of Omaha in the amount of \$263,838.00 as budgeted in FY 23-24; and authorizing the City Manager to sign all necessary documents.

2040: Sustainable Government

Introduction:

This item is presented for approval of the contract for the procurement of Life, Accidental Death and Dismemberment (AD&D), Short Term Disability and Long Term Disability (LTD) with Mutual of Omaha in the amount of \$263,838.00.

Background:

These plans cover employees, and in certain instances dependents, for loss of life, limbs, and disability while covered under this plan. The increase for the Basic Life Coverage is a result of post-COVID decreases in life expectancy and an overall trend the industry is experiencing, while the increases on the LTD and STD coverages are a result of loss ratios near 100%, which is well above the 75% actuarial target loss ratio.

Legal Review:

N/A

Fiscal Impact:

The fiscal impact of this agenda item is \$263,838, as budgeted.

Recommendation:

City staff recommends approval of this item.