



MEMORANDUM

To: Mayor and City Council

From: Matia Messemer, Director of Employee Experience

Date: September 9, 2025

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 as budgeted in FY 2025-2026 General Fund budget; and authorizing the City Manager to sign.

2040: Sustainable Government

Introduction:

This item is presented for approval of renewing 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.

Benefit to the Community:

The community is best served when the City can recruit and retain a quality work force (Foundation: Sustainable Government) that has the technical, human, and conceptual competencies to provide City services in a manner that ensures high levels of customer satisfaction (Foundation: Sustainable Government). Offering City employees Life, Accidental Death & 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.

Fiscal Impact:

The fiscal impact of this agenda item is \$264,821, as budgeted in the FY 2025-2026 General Fund.

Recommendation:

Staff recommends approval of this item.