



## MEMORANDUM

**To:** Mayor and City Council

**From:** Justin Vaughn, Assistant Director of Administration and Human Resources

**Through:** Vivyon V. Bowman, Director of Administration and Human Resources

**Date:** September 28, 2021

**Reference:** Life, Accidental Death & Dismemberment, Short-Term Disability Insurance, Long-Term Disability Insurance Coverage

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### **Introduction:**

Please find the attached proposal for Life, Accidental Death and Dismemberment (AD&D) Short-Term Disability (STD), and Long-Term Disability (LTD) Insurance from Mutual of Omaha. The estimated annual cost of this renewal is \$188,544 for the City paid portion of the products in the plan. Mutual of Omaha is offering a rate pass on Basic AD&D, Voluntary Life and AD&D, and STD coverage. They are offering a slight increase on both Basic Life and LTD which are both employer-paid benefits.

### **Analysis:**

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 a decrease in overall lives covered and an increase of individuals in the population over age 50 compared to prior years. The increase on LTD coverage is a result of plan utilization over the past year.

### **Legal Review:**

This is a purchase of an insurance product and no agreement is warranted.

### **Fiscal Impact:**

These costs have been budgeted in the City's Insurance Fund.

**Recommendation:**

The Insurance Committee recommends the Mayor and City Council approval of the Mutual of Omaha Life/AD&D/Short-Term Disability/Long-Term Disability proposal as outlined above.