

**OFFICE OF THE CITY MANAGER
LITTLE ROCK, ARKANSAS**

**BOARD OF DIRECTORS COMMUNICATION
APRIL 21, 2015 AGENDA**

<p>Subject:</p> <p>Long-Term Disability Renewal</p> <p>Submitted By:</p> <p>Human Resources Department</p>	<p>Action Required:</p> <p style="text-align: center;">Ordinance √ Resolution Approval Information Report</p>	<p>Approved By:</p> <p style="text-align: center;">Bruce T. Moore City Manager</p>
SYNOPSIS	<p>A Request for Proposal (RFP) for this coverage was issued with a deadline of March 25, 2015. Two (2) responses were received and the incumbent provider of Long-Term Disability Coverage (Lincoln Financial) has offered the lowest premium rate.</p>	
FISCAL IMPACT	<p>Amounts required for this coverage were budgeted in the 2015 Budget line item for Long-Term Disability insurance coverage.</p>	
RECOMMENDATION	<p>Approval of a resolution authorizing the City Manager to initiate a contract with Lincoln Financial to provide Long-Term Disability insurance coverage for Non-Uniform City employees for a twenty-four (24)-month period effective May 1, 2015. Future renewals are at the City's option based on analysis of renewal proposals.</p>	
CITIZEN PARTICIPATION	<p>N/A</p>	
BACKGROUND	<p>The City has provided Long-Term Disability insurance coverage for Non-Uniform employees for more than thirty (30) years. An RFP was issued in February 2015. In response to that request two (2) proposals were received and a number of insurance carriers declined to propose based on the group utilization. The incumbent carrier (Lincoln Financial) proposed the lowest premium rates for the coverage.</p>	

**BACKGROUND
CONTINUED**

Lincoln was initially selected based on responses to the prior RFP and has provided both excellent service and renewal rates at or below rates expected based on utilization by the group.

This policy extension represents the first and second years of a maximum seven (7)-year period noted in the RFP.