

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

**BOARD OF DIRECTORS COMMUNICATION
OCTOBER 2, 2024 AGENDA**

Subject:	Action Required:	Approved By:
<p>To authorize the execution of a contract with Symetra Insurance for Absence Management to ensure compliance with Americans with Disabilities Act (ADA) and Family and Medical Leave Act (FMLA).</p> <p>Submitted By: Human Resources Department</p>	<p style="text-align: center;">Ordinance √ Resolution</p>	<p style="text-align: center;">Emily Cox Acting City Manager</p>
SYNOPSIS	<p>To authorize the City Manager to execute an agreement with Symetra Insurance for Absence Management to ensure compliance with Americans with Disabilities Act (ADA) and Family and Medical Leave Act (FMLA), for the period of January 1, 2025, to December 31, 2025.</p>	
FISCAL IMPACT	<p>The amount is not to exceed Eighty Thousand Dollars (\$80,000.00) Funding for this contract is included in the 2025 budget line item for Absence Management and ADA Accounting Unit No. 210279 and Account No. 63020, and Special Projects Account No. S00B314.</p>	
RECOMMENDATION	<p>Approval of the resolution.</p>	
BACKGROUND	<p>The City complies with the Family Medical Leave Act (FMLA) which will grant up to 12 weeks (or up to 26 weeks of military caregiver leave to care for a covered service member with a serious injury or illness) during a 12-month period to eligible employees. In addition, the city complies with Disabilities Act (ADA), which ensures the city makes a reasonable accommodation for the known physical or mental limitation(s) of a qualified candidate or employee with a disability unless the accommodation would cause an undue hardship on the operation of the city. Recent years have seen an explosion of both FMLA and ADA claims.</p>	

BACKGROUND | To support the volume of claims and remain compliant,
CONTINUED | further absence management assistance is needed.