

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

**BOARD OF DIRECTORS COMMUNICATION  
OCTOBER 5, 2015 AGENDA**

<p><b>Subject:</b></p> <p>Life Insurance Renewal</p> <p><b>Submitted By:</b></p> <p>Human Resources Department</p>	<p><b>Action Required:</b></p> <p style="text-align: center;">Ordinance √ <b>Resolution</b> Approval Information Report</p>	<p><b>Approved By:</b></p> <p style="text-align: center;">Bruce T. Moore City Manager</p>
<p><b>SYNOPSIS</b></p> <p><b>FISCAL IMPACT</b></p> <p><b>RECOMMENDATION</b></p> <p><b>CITIZEN PARTICIPATION</b></p> <p><b>BACKGROUND</b></p>	<p>Metropolitan Life (Met Life), the incumbent provider of Life Insurance for City Employees and dependents, has offered a renewal for 2016. The proposed renewal results in total increase in cost of approximately \$46,000/year; however, matches rates offered by Met beginning January 1, 2010. Rates for Accidental Death and Dismemberment coverage remain unchanged.</p> <p>Amounts required for this coverage are budgeted in the 2016 Budget line item for Life Insurance coverage.</p> <p>Approval of a resolution authorizing the City Manager to extend the contract with Metropolitan Life Insurance Co. to provide Life insurance coverage for City employees for a twelve (12)-month period effective January 1, 2016.</p> <p>N/A</p> <p>The City has provided Life Insurance coverage for employees for more than thirty (30) years. In response to the most recent Request for Proposal (RFP), Met Life has offered the lowest premium rates and the best package of basic and voluntary coverage for employees and eligible dependents, and has provided excellent service for staff and the families of deceased employees. Although the 2016 rate shows an increase from current rates, they match exactly the rates from the first year of the policy (2010) which were reduced following the second policy year and have been unchanged at the lower rate since that time.</p>	

**BACKGROUND  
CONTINUED**

The contracted benefits consultants recommend this renewal with the understanding that this renewal represents the final year of the maximum contract period noted in the most recent RFP and a new request will be issued during 2016 for the 2017 policy year