OFFICE OF THE CITY MANAGER
LITTLE ROCK, ARKANSAS

BOARD OF DIRECTORS COMMUNICATION
OCTOBER 20, 2026 AGENDA

Subject:	**Action Required:**	**Approved By:**
FMLA & ADA Leave Program Absence Management Services Agreement with Symetra Life Insurance Company	Ordinance √ **Resolution**	
Submitted By: Human Resources Department		Delphone Hubbard City Manager

SYNOPSIS	A resolution to authorize the City Manager to enter into a contract with Symetra Life Insurance Company for FMLA & ADA Leave Program Absence Management Services, to ensure compliance with the Americans with Disabilities Act and the Family and Medical Leave Act, for a 1-year term from January 1, 2027 to December 31, 2027.
FISCAL IMPACT	The total amount is not to exceed $80,000.00. Funding for this contract is included in the 2027 budget line item for Absence Management and ADA Account No. 210279-63020 and Special Projects Account No. 210279- S00B314.
RECOMMENDATION	Adopt the Resolution.
BACKGROUND	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 the Americans 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 a marked increase of both FMLA and ADA claims. To support the volume of claims and remain compliant, further absence management assistance is needed.