RESOLUTION NO. _____

A RESOLUTION TO AUTHORIZE THE CITY MANAGER TO ENTER INTO A CONTRACT WITH SYMETRA LIFE INSURANCE COMPANY, IN THE AMOUNT OF EIGHTY THOUSAND DOLLARS ($80,000.00), 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; AND FOR OTHER PURPOSES.

WHEREAS, 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; and,

WHEREAS, 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; and,

WHEREAS, 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; and,

WHEREAS, to support the volume of claims and remain compliant, further absence management assistance is needed; and,

WHEREAS, in 2017 per Little Rock, Ark., Ordinance No. 21,442 (July 5, 2017), the Board of Directors of the City of Little Rock, Arkansas, decided that the Employee Benefit's Consultant selected through the professional service process would have the ability to conduct any competitive selection process for the City of Little Rock's employee benefit needs; and,

WHEREAS, a Request for Proposal was issued for Symetra Insurance for Absence Management and ADA for the period of January 1, 2027, to December 31, 2027; and,

WHEREAS, the cost to renew the FMLA & ADA Leave Program Absence Management Services Agreement with Symetra Life Insurance Company is Eighty Thousand Dollars ($80,000.00) for 2027.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE CITY OF LITTLE ROCK, ARKANSAS;

Section 1. The City Manager is authorized to enter into a contract with Symetra Life Insurance Company, in the amount of Eighty Thousand Dollars ($80,000.00), for FMLA & ADA Leave Program Absence Management Services, for a one (1) year term from January 1, 2027 to December 31, 2027.

Section 2. 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.

Section 3. ***Severability.*** In the event any title, section, paragraph, item, sentence, clause, phrase, or word of this resolution is declared or adjudged to be invalid or unconstitutional, such declaration or adjudication shall not affect the remaining portions of the resolution which shall remain in full force and effect as if the portion so declared or adjudged invalid or unconstitutional were not originally a part of the resolution.

Section 4. ***Repealer.*** All laws, ordinances, resolutions, or parts of the same, that are inconsistent with the provisions of this resolution, are hereby repealed to the extent of such inconsistency.

ADOPTED: October 20, 2026

ATTEST: **APPROVED:**

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Allison Segars, City Clerk **Frank Scott, Jr., Mayor**

APPROVED AS TO LEGAL FORM:

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Thomas M. Carpenter, City Attorney

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