

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

**BOARD OF DIRECTORS COMMUNICATION
OCTOBER 5, 2026 AGENDA**

Subject Group Life, Group Accidental Death and Dismemberment and Long-term Disability Insurance Extension with Symetra Life Insurance Company for City of Little Rock employees and their dependents. Submitted by: Human Resources Department	Action Required: Ordinance ✓ Resolution	Approved By: Delphone Hubbard, City Manager
SYNOPSIS	A resolution to authorize the City Manager to enter into a contract extension with Symetra Life Insurance Company for Group Life, Group AD&D, and Long-term Disability Insurance for City employees, for the period of January 1, 2027, to December 31, 2027. This is year 4 of a 7-year contract.	
FISCAL IMPACT	The total amount is not to exceed \$845,000.00. Funds for this contract are included in the 2027 budget line item for Group Life, AD&D and LTD Insurance Accounting Unit No. 100000 and Account Nos. 21250, 21251, and 21260.	
RECOMMENDATION	Adopt the Resolution	
BACKGROUND	The City offers Group Life, Group AD&D and Long-term Disability Insurance to City employees. On September 6, 2022, the City of Little Rock Board of Directors adopted Resolution No. 15,777 to authorize the City Manager to enter into an agreement with Lincoln Financial for Life, AD&D and Long-Term Disability Insurance. For the 2024 renewal, Lincoln presented the city with a 15% rate increase forcing the city to market the coverage. The City's employee benefit consultant, JTS, was able to secure a quote from Symetra Insurance at a flat rate and guaranteed for three (3) years. 2026-2026 was year 3 of a 3-year rate guarantee. The City was given a rate pass for 2027, which is year 4 of a potential 7-year term in accordance with the renewal clause in the agreement.	