

 <p style="text-align: center;">Council Communication Office of the City Manager</p>	Date: August 9, 2010
	Agenda Item No. 24 Roll Call No. <u>10-1282</u> Communication No. <u>10-484</u> Submitted by: Tom Turner, Human Resources Director

AGENDA HEADING:

Approve contract renewal with The Hartford, Liam E. McGee, President and CEO, 7400 College Blvd., Overland Park, Kansas, 66210, for the provision of Long-Term Disability (LTD) benefits for eligible employees.

SYNOPSIS:

Recommend approval of renewal contract and authorize the Mayor and City Clerk to execute and attest, respectively, with The Hartford for LTD Insurance for and on behalf of the City of Des Moines for the period beginning July 1, 2010 through June 30, 2013.

FISCAL IMPACT:

Amount: \$519,000

Funding Source: 2010-2011 Operating Budget, Human Resources Department, Other Employee Benefits, HRS960100, IS301, page 149, along with other City-wide enterprise funds.

ADDITIONAL INFORMATION:

The City provides LTD benefits to various union groups and the Supervisory, Professional and Management (SPM) group. This benefit provides partial income replacement of an employee’s salary in the event they are unable to work due to an illness or accident. Benefit coverage for each union group is determined through the collective bargaining process. Employee groups MEA, CIPEC, AFSCME and SPM have an LTD benefit.

Following a competitive bid process in 2007, City Council awarded a contract with The Hartford for an initial term of three years. The bid process included an option to renew the contract for up to three years. The Hartford submitted a renewal offer to maintain current rates for a three year renewal period ending June 30, 2012.

PREVIOUS COUNCIL ACTION(S):

Date: June 4, 2007

Roll Call Number: 07-1084

Action: [Long-Term](#) Disability Insurance coverage with The Hartford Life Group beginning July 1, 2007 through June 30, 2010 with three one-year options to renew. ([Council Communication No. 07-337](#)) Moved by Vlassis to adopt. Motion Carried 7-0.

BOARD/COMMISSION ACTION(S): NONE

ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE

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