1	RESOLUTION NO		
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3	A RESOLUTION TO AUTHORIZE THE CITY MANAGER TO INITIATE		
4	A CONTRACT WITH LINCOLN FINANCIAL SERVICES TO PROVIDE		
5	LONG-TERM DISABILITY INSURANCE COVERAGE FOR NON-		
6	UNIFORM CITY EMPLOYEES FOR A TWENTY-FOUR (24)-MONTH		
7	PERIOD EFFECTIVE MAY 1, 2015; AND FOR OTHER PURPOSES.		
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9	<b>WHEREAS</b> , in February 2015, a Request for Proposal (RFP) for Long-term Disability Insurance for		
10	Non-Uniform City Employees was issued with a deadline of March 25, 2015; and,		
11	WHEREAS, at least six (6) recognized carriers of that coverage were notified directly of the RFP and		
12	others made aware by advertisement. Multiple carriers declined to bid based on the utilization of our group;		
13	and,		
14	WHEREAS, two (2) responses were received. The incumbent carrier, Lincoln Financial Services		
15	offered a one (1)-year renewal of the current policy but with a substantial increase in premium rates; and,		
16	<b>WHEREAS,</b> the proposed premium rate increase is 25.5% which is well below the rate justified by the		
17	City's group utilization; and,		
18	WHEREAS, Lincoln Financial Services has agreed to a multi-year guarantee agreed to extend the		
19	proposed rate for a two (2)-year period; and,		
20	WHEREAS, the other proposal submitted by Met Life also offered a multi-year arrangement but at a		
21	substantially higher premium rate; and,		
22	WHEREAS, Lincoln Financial Services was selected after review of the responses to the previous RFP		
23	and was determined to have offered the most attractive package of premium and benefits; and,		
24	WHEREAS, there have been no service issues and previous renewals have been at or below rates		
25	expected based on the City's group utilization; and;		
26	WHEREAS, amounts required for this coverage were budgeted in the 2015 budget line item for Long-		
27	Term Disability insurance coverage; and		
28	WHEREAS, it is recommended that the policy to provide Long-Term Disability benefits for Non-		
29	Uniform employees be awarded to Lincoln Financial Services for a twenty-four (24)-month period effective		
30	May 1, 2015.		
31	NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE CITY		
32	OF LITTLE ROCK, ARKANSAS:		
33	<b>Section 1.</b> The Board of Directors hereby authorizes the City Manager to initiate a contract with		

1	Lincoln Financial to provide Long-Term Disability insurance coverage for Non-Uniform City Employees		
2	for a twenty-four (24)-month period effective May 1, 2015. Future renewals are at the City's option based		
3	on analysis of renewal proposals		
4	Section 2. Severability. In the event any title, section, paragraph, item, sentence, clause, phrase, or		
5	word of this resolution is declared or adjudged to be invalid or unconstitutional, such declaration or		
6	adjudication shall not affect the remaining portions of the resolution which shall remain in full force and		
7	effect as if the portion so declared or adjudged invalid or unconstitutional were not originally a part of the		
8	resolution.		
9	Section 3. Repealer. All laws, ordinances, resolutions, or parts of the same, that are inconsistent with		
10	the provisions of this resolution, are hereby repealed to the extent of such inconsistency.		
11	ADOPTED: April 21, 2015		
12	ATTEST:	APPROVED:	
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15	Susan Langley, City Clerk	Mark Stodola, Mayor	
16	APPROVED AS TO LEGAL FORM:		
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18 19	Thomas M. Carpenter, City Attorney		
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