1	RESOLUTION NO
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3	A RESOLUTION TO AUTHORIZE THE CITY MANAGER TO ENTER
4	INTO A CONTRACT WITH SYMETRA LIFE INSURANCE COMPANY,
5	IN AN AMOUNT NOT TO EXCEED EIGHTY THOUSAND DOLLARS
6	(\$80,000.00); FOR ABSENCE MANAGEMENT TO ENSURE
7	COMPLIANCE WITH AMERICANS WITH DISABILITIES ACT (ADA)
8	AND FAMILY AND MEDICAL LEAVE ACT (FMLA), FOR THE PERIOD
9	OF JANUARY 1, 2025, TO DECEMBER 31, 2025; AND FOR OTHER
10	PURPOSES.
11	1 614 6525
12	WHEREAS , the City complies with the Family Medical Leave Act (FMLA) which will grant up to 12
13	weeks (or up to 26 weeks of military caregiver leave to care for a covered service member with a serious
14	injury or illness) during a 12-month period to eligible employees; and
15	WHEREAS, the City complies with the Americans with Disabilities Act (ADA) which ensures the city
16	makes a reasonable accommodation for the known physical or mental limitation(s) of a qualified candidate
17	or employee with a disability unless the accommodation would cause an undue hardship on the operation
18	of the city; and,
19	WHEREAS, recent years have seen an explosion of both FMLA and ADA claims; and
20	WHEREAS, to support the volume of claims and remain compliant, further absence management
21	assistance is needed; and
22	WHEREAS, the Board of Directors of the City of Little Rock, Arkansas, decided in 2017 that the
23	Insurance Broker selected through the professional service process would have the ability to conduct any
24	competitive selection process for the City of Little Rock's insurance needs in Little Rock, Ark., Ordinance
25	No. 21,442 (July 5, 2017); and,
26	WHEREAS, a Request for Proposal was issued for FMLA and ADA Insurance and Symetra Life In-
27	surance Company provided the most attractive quote for the period of January 1, 2025, to December 31,
28	2025; and,
29	WHEREAS, the cost for Absence Management to ensure compliance with Americans with Disabilities
30	Act (ADA) and Family and Medical Leave Act (FMLA) is not to exceed Eighty Thousand Dollars
31	(\$80,000.00) for 2025; and,
32	WHEREAS, the contract term is for one (1)-year.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE CITY 1 2 OF LITTLE ROCK, ARKANSAS: Section 1. The City Manager is authorized to enter into a contract with Symetra Life Insurance 3 4 Company for Absence Management to ensure compliance with Americans with Disabilities Act (ADA) and Family and Medical Leave Act (FMLA) for the period of January 1, 2025, to December 31, 2025, in the 5 amount of Eighty Thousand Dollars (\$80,000.00). 6 Section 2. Funds for this contract are included in the 2025 budget line item for Absence Management, 7 ADA, and FMLA accounting unit no. 210279, account no. 63020, special projects account no. S00B314. 8 Section 3. Severability. In the event any portion of this Resolution is declared or adjudged to be 9 invalid or unconstitutional, such declaration or adjudication shall not affect the remaining portions of this 10 Resolution, which shall remain in full force and effect as if the portion so declared or adjudged invalid or 11 unconstitutional was not originally a part of this Resolution. 12 13 **Section 4.** Repealer. All ordinances and resolutions, and parts thereof, which are in conflict with any provision of this ordinance are hereby repealed to the extent of such conflict. 14 15 **ADOPTED: October 2, 2024 ATTEST: APPROVED:** 16 17 18 Allison Segars, Acting City Clerk Frank Scott, Jr., Mayor 19 20 APPROVED AS TO LEGAL FORM: 21 22 23 Thomas M. Carpenter, City Attorney 24 // 25 26 // 27 // // 28

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