

Resolution #22-0497
2022 Resolution Book, Page 223

**RESOLUTION AUTHORIZING THE CITY MANAGER TO ENTER INTO A
CONTRACT WITH THE HARTFORD FOR LIFE AND SHORT-TERM DISABILITY
INSURANCE**

WHEREAS, the City of Winston-Salem provides life and accidental death and dismemberment (AD&D) insurance coverage for benefits eligible employees at a coverage rate of one year of the employee's base salary – up to \$150,000, at no cost to the employee; and

WHEREAS, employees may elect to purchase supplemental life insurance at coverage amounts of one, two, or three times base pay, up to \$400,000; and

WHEREAS, the City of Winston-Salem offers short-term disability insurance to help replace partial lost income for enrolled employees experiencing with a non-work related injuries and/or illnesses for up to 26 weeks; and

WHEREAS, enrolled employees pay the full price of the premium and the City of Winston-Salem does not contribute to this plan; and

WHEREAS, the City's contracted benefits broker Willis Towers Watson conducted a competitive proposal process to identify a plan provider for both insurance and disability insurance; and

WHEREAS, The Hartford Group's proposal included the following provisions: (1) three-year rate guarantee for life and AD&D insurance with no rate increase to the City (2) three-year rate guarantee for disability insurance (3) a 15% disability insurance rate reduction and (4) \$10,000 implementation credit.

NOW, THEREFORE, BE IT RESOLVED, that the Mayor and the Winston-Salem City Council hereby authorize the City Manager to enter into a one-year contract, renewable for up to

two years with The Hartford Financial Services Group, Inc. for \$167,093 for life and short-term disability insurances.

BE IT FURTHER RESOLVED, that this resolution is effective upon adoption.