



500 West Big Beaver
Troy, MI 48084
troymt.gov

CITY COUNCIL AGENDA ITEM



Date: April 16, 2025

To: Frank Nastasi, City Manager

From: Robert J. Bruner, Deputy City Manager
Rob Maleszyk, Chief Financial Officer
Kyle Vieth, Controller
Jeanette Menig, Human Resources Director
Emily Frontera, Purchasing Manager

Subject: Contract Extension – Short and Long-Term Disability, Life and AD&D Insurance Coverage

History

- The City of Troy provides quality benefits to employees.
- All full-time employees' benefits include access to Short and Long-Term Disability Insurance, Life Insurance and Accidental Death and Dismemberment Insurance.
- City Management has historically selected the insurers for these plans as a package considering cost and coverage required by the collective bargaining agreements.
- The Hartford Life Insurance Company currently provides our Short and Long-Term Disability, Life and AD&D Insurance for all eligible full-time employees.

Purchasing

- On May 23, 2022, City Council approved an agreement for Short and Long-Term Disability, Life and AD&D Insurance Coverage with *The Hartford Life Insurance Company of Hartford, CT* as a result of a quote solicitation performed by the City of Troy's Benefits Consultant, *Arthur J. Gallagher & Co.* on the behalf of the City (Resolution #2022-05-071-J-4c).
- The term of the contract expires May 31, 2025.
- The Hartford is extending the previously quoted rates for an additional two years. Monthly/annual premiums are computed using these rates, the number of lives insured, and the wages of those insured. Life \$.0159, AD&D \$.039, per \$1000, STD \$.45, per \$10 and LTD \$.15 per \$100.

Carrier	Estimated Monthly Premium	Estimated Annual Premium
The Hartford	\$22,560	\$270,720

- The extended agreement shall expire May 31, 2027.

Financial

- Funds are budgeted each fiscal year by each Department through position budgeting.
- Also, note that some City of Troy employee groups contribute to premium costs for life and accidental death as established in their collective bargaining agreements.



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Recommendation

City Management recommends City Council approve the two (2) year continuation of *The Hartford Life Insurance Company of Hartford, CT* for Short-Term Disability, Long-Term Disability, Life and Accidental Death and Dismemberment Insurance, resulting in the contract expiring May 31, 2027.