Request for City Council Committee Action from the Human Resources Department

Date: December 19, 2005

To: Ways and Means Committee
Referral to: City Council

Subject **Short-Term Disability Insurance Group Application**

Recommendation
Authorize proper City officials to amend the group short-term disability insurance through ING/ReliaStar Life Insurance Company for eligible employees, effective January 1, 2006.

Previous Directives

Prepared by: Brenda A. Meehl, Benefits Manager, 673-3120

Approved by: _____ _____
Pamela French John Moir
Human Resources Director City Coordinator

Presenter in Committee: Brenda Meehl, Benefits Manager

Financial Impact (Check those that apply)

_X_ No financial impact - or - Action is within current department budget.

(If checked, go directly to Background/Supporting Information)

___ Action requires an appropriation increase to the Capital Budget

___ Action requires an appropriation increase to the Operating Budget

___ Action provides increased revenue for appropriation increase

___ Action requires use of contingency or reserves

___ Other financial impact (Explain):

____ Request provided to the Budget Office when provided to the Committee Coordinator

Background/Supporting Information

The City currently offers short-term disability insurance to eligible employees through ING/ReliaStar Life Insurance Company. Short-term disability insurance is voluntary, and is fully paid for by the employee. No city contributions occur. The current product, Horizon Disability, is no longer being offered through ING/ReliaStar Life Insurance Company. Therefore, enrolled employees will be rolled over to the new Premier Disability plan effective January 1, 2006.