

ORDINANCE NO. 6253

**AN ORDINANCE ESTABLISHING A PERMANENT LIFE
INSURANCE PLAN FOR COMMISSIONED OFFICERS WITHIN
THE FAIRBANKS POLICE DEPARTMENT TO ENHANCE
RECRUITMENT AND HIRING**

WHEREAS, the City of Fairbanks must maintain effective recruiting and retention efforts within a competitive workforce and has significant staffing concerns within the Fairbanks Police Department; and

WHEREAS, a permanent life insurance plan can allow the insured to receive living benefits and lifetime income; and

WHEREAS, a permanent life insurance plan can provide immediate death benefits to those insured as well as tax-deferred growth that can provide supplemental retirement benefits in the future; and

WHEREAS, offering a permanent life insurance plan to commissioned officers within the Fairbanks Police Department would enhance recruitment and hiring, therefore, reducing staffing concerns.

NOW, THEREFORE, BE IT ENACTED BY THE CITY COUNCIL OF THE CITY OF FAIRBANKS, ALASKA, as follows.

SECTION 1. The City of Fairbanks will offer a permanent life insurance benefit to thirty-seven full-time commissioned officers within the Fairbanks Police Department.

SECTION 2. The City of Fairbanks will provide an annual payment of \$10,000 to the permanent life insurance plan on behalf of full-time commissioned officers during their employment with the City.

SECTION 3. The City of Fairbanks will require the employee to be vested for thirteen years to receive the benefits of the plan.

SECTION 4. The effective date of this Ordinance is five days after adoption.

David Pruhs, City Mayor

YEAS:
NAYS:
ABSENT
ADOPTED:

ATTEST:

APPROVED AS TO FORM:

D. Danyielle Snider, MMC, City Clerk

Thomas A. Chard II, City Attorney

CITY OF FAIRBANKS
FISCAL NOTE

I. REQUEST:

Ordinance or Resolution No: 6253

Abbreviated Title: ORDINANCE ESTABLISHING A PERMANENT LIFE INSURANCE PLAN

Department(s): POLICE

Does the adoption of this ordinance or resolution authorize:

1) additional costs beyond the current adopted budget? Yes _____ No X

2) additional support or maintenance costs? Yes _____ No X

If yes, what is the estimate? see below

3) additional positions beyond the current adopted budget? Yes _____ No X

If yes, how many positions? _____

If yes, type of positions? _____ (F - Full Time, P - Part Time, T - Temporary)

II. FINANCIAL DETAIL:

EXPENDITURES:	2023	2024+	TOTAL
PERMANENT LIFE INSURANCE PLAN	\$ -	\$ -	\$ -
TOTAL	\$ -	\$ -	\$ -

FUNDING SOURCE:	2023	2024+	TOTAL
GENERAL FUND	\$ -	\$ -	\$ -
TOTAL	\$ -	\$ -	\$ -

The City of Fairbanks will provide \$10,000 a year for a permanent life insurance plan for commissioned officers in the Police Department. The city anticipates providing the plan for thirty-seven employees for an annual total of \$370,000. The plan will be funded by reducing seven budgeted positions in the Police Department (annual savings \$990,720).

Reviewed by Finance Department:

Initial mb

Date 5/31/2023