

Memorandum



CITY OF DALLAS

DATE March 22, 2019

TO Honorable Members of the Public Safety and Criminal Justice Committee: B. Adam McGough (Chair), Philip T. Kingston (Vice Chair), Council Member Jennifer S. Gates, Mayor Pro Tem Casey Thomas, Deputy Mayor Pro Tem Adam Medrano, Council Member Sandy Greyson, Council Member Kevin Felder, Council Member Carolyn King Arnold

SUBJECT **Survivor Benefits**

The City of Dallas provides Health Insurance benefits to all eligible uniform and civilian active and retired employees. The Dallas Fire Fighters Association recently expressed some concerns regarding the City's application of Health Insurance benefits when there has been a death of a uniformed employee not in the line of duty. When the death of a uniformed employee occurs, not in the line of duty, the City provides the same Health Insurance benefits coverage that would be available to all uniformed employees and civilian employees. All employee's health insurance benefits end at the end of the month in which an event occurs in which they would no longer be an employee. The surviving spouse and eligible dependents would be provided, as required under Federal Law, the opportunity to continue their health insurance coverage through COBRA. COBRA benefits are administered by a third party and employees have 60 days in which to select coverage.

Other benefits that are available to employees include:

- Life Insurance – City provides to all employees \$50,000
- Funeral Expenses (uniformed employees) assistance is provided on a case by case basis, when the death is not in the line of duty

The City is currently gathering information from other cities regarding the benefits available to the survivors of family members who have a death in the line of duty, off duty deaths, life insurance coverages, and any other benefits that may be available to both uniform and civilian employees.

Jon Fortune and I have met with the Fire Association on this issue and have advised them that the City will review, research, and determine feasibility of any recommendations working with Human Resources and the City Attorney's office. Any consideration for changes to current practices will be in the context of including both uniform and civilian employees and will come to the Committee for review and input.

Please feel free to contact me or, Assistant City Manager, Jon Fortune if you have any additional questions.

DATE March 22, 2019
SUBJECT Survivor Benefits



Kimberly Tolbert
Chief of Staff to the City Manager

c: T.C. Broadnax, City Manager
Chris Caso, City Attorney (Interim)
Carol A. Smith, City Auditor (Interim)
Biliera Johnson, City Secretary
Preston Robinson, Administrative Judge
Majed Al-Ghafry, Assistant City Manager

Jon Fortune, Assistant City Manager
Joey Zapata, Assistant City Manager
Nadia Chandler Hardy, Assistant City Manager and Chief Resilience Officer
M. Elizabeth Reich, Chief Financial Officer
Laila Aleqresh, Chief Innovation Officer
Directors and Assistant Directors