

Introduced by: Mayor David Pruhs  
Councilmember Tidwell  
Councilmember Marney  
Councilmember Ringstad  
Councilmember Therrien  
Councilmember Sprinkle  
Introduced: December 2, 2024

**ORDINANCE NO. 6300**

**AN ORDINANCE ESTABLISHING A SUPPLEMENTAL  
RETIREMENT PERMANENT LIFE INSURANCE PLAN FOR THE  
CITY ATTORNEY AND DEPUTY CITY ATTORNEY TO  
ENHANCE RECRUITMENT AND RETENTION**

**WHEREAS**, the City of Fairbanks must maintain effective recruiting and retention efforts within a competitive workforce and has staffing concerns within the Legal 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 retirement benefits in the future; and

**WHEREAS**, offering a permanent life insurance plan to the City Attorney and Deputy City Attorney would enhance recruitment and retention, 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 supplemental retirement permanent life insurance plan to the City Attorney and Deputy City Attorney.

**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 permanent City Attorney and Deputy City Attorney during their employment with the City.

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

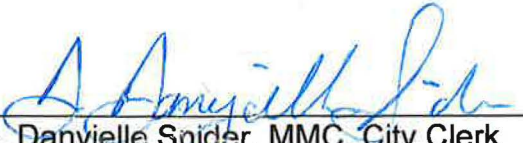
**SECTION 4.** The effective date of this Ordinance is January 1, 2025.

  
\_\_\_\_\_  
David Pruhs, City Mayor

YEAS: Therrien, Marney, Sprinkle, Ringstad, Tidwell, Cleworth  
NAYS: None  
ABSENT None  
ADOPTED: December 16, 2024

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: 6300

Abbreviated Title: ORDINANCE ESTABLISHING A PERMANENT LIFE INSURANCE PLAN

Department(s): LEGAL

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:	2025+	TOTAL
PERMANENT LIFE INSURANCE PLAN	\$ 20,000	\$ 20,000
<b>TOTAL</b>	<b>\$ 20,000</b>	<b>\$ 20,000</b>

FUNDING SOURCE:	2025+	TOTAL
GENERAL FUND [LEGAL]	\$ 7,000	\$ 7,000
RISK FUND	\$ 13,000	\$ 13,000
<b>TOTAL</b>	<b>\$ 20,000</b>	<b>\$ 20,000</b>

The City of Fairbanks will provide \$10,000 a year for a permanent life insurance plan for the City Attorney and Deputy City Attorney in the Legal Department. The plan will be funded through the annual budgeting process.

Reviewed by Finance Department:

Initial mb

Date 11/19/2024