

Meeting Date
09/20/2016



AGENDA	
Section	Consent
Item No.	II.C.6

AGENDA REPORT
BREVARD COUNTY BOARD OF COUNTY COMMISSIONERS

SUBJECT:	Delta Dental January 1, 2017 renewal premiums
DEPT/OFFICE:	Office of Human Resources / Employee Benefits

Requested Action:

It is requested that the Board accept 2017 dental insurance rates as proposed by Delta Dental in their DHMO and PPO plan options and authorized the Office of Human Resources/Employee Benefits to publish an RFP in 2017 for dental insurance plan options effective 1/1/18.

Summary Explanation & Background:

CY 2017 will be the fourth year of our current five year contract with Delta Dental for voluntary dental insurance plans. Upon the completion of the 2015 plan year, the guaranteed pricing provided for under this contract expired and new premium rates were developed by Delta Dental for subsequent policy years based on the Plans claims experience. Delta has proposed plan design changes in the PPO low and high options for the 2017 plan year in order to maintain current PPO premium levels and leaving the low and high option dental HMO plan designs and premiums unchanged at current levels. The proposed 2017 dental insurance premiums (unchanged from 2016 premiums) for the all dental options are as follows:

	Low Option PPO	High Option PPO	Low Option DHMO	High Option DHMO
Employee Only	28.04	35.48	8.59	14.83
Employee + Child(ren)	50.27	63.47	15.94	26.75
Employee + Spouse	54.42	68.90	16.67	28.79
Employee + Family	84.05	106.94	19.59	39.47
2016 ENROLLMENT	603	1865	495	936

Proposed plan design changes have been limited to Out of Network coverage in the PPO plans. Out of network dentists in both PPO plans will now be paid on the PPO schedule which will reduce payments for services to those dentists and potentially require PPO plan members to pay more out of pocket costs for unreimbursed services performed by out of network dentists. In addition, co-insurance requirements in only the low-option PPO plan will increase from 20% to 40% for basic restorations, oral surgery, endodontics, and periodontics. In all cases, these services are available through Delta In-Network and Delta Premier Network dentists in both PPO's and in both DHMO plans at lower costs than the proposed PPO out of network fees. Based on past out of network utilization, these changes will impact just 10.8% of members enrolled in all dental options and are designed to encourage greater utilization of lower cost, in-network providers currently accessed by 82% of PPO subscribers and 100% of DHMO subscribers.

The Office of Human Resources/Employee Benefits and the County's Employee Benefits Consultants, Robinson Bush recommend that the Board accept the rates as proposed by Delta Dental as they are competitive with the local market for this coverage achieved in exchange for plan design changes impacting a small percentage of the membership that utilize the highest cost providers. There will be no fiscal impact to the Board as this is a voluntary benefit with premiums paid 100% by employees.

Clerk to the Board Instructions:

Exhibits Attached:

Contract /Agreement (If attached):		Reviewed by County Attorney	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	PR	<input type="checkbox"/>
County Manager	Assistant County Manager	Department Director / Extension						
Stockton Whitten	Frank Abbate	Jerry Visco, Office of Human Resources Director						



Tammy Rowe, Clerk to the Board, 400 South Street • P.O. Box 999, Titusville, Florida 32781-0999

Telephone: (321) 637-2001
Fax: (321) 264-6972
Tammy.Rowe@brevardclerk.us

September 21, 2016

M E M O R A N D U M

TO: Jerry Visco, Human Resources Director

RE: Item II.C.6., Approval of Delta Dental Insurance January 1, 2017, Renewal Premiums

The Board of County Commissioners, in regular session on September 20, 2016, accepted 2017 dental insurance rates as proposed by Delta Dental in their DHMO and PPO plan options; and authorized the Office of Human Resources/Employee Benefits to publish a Request for Proposals (RFP) for dental insurance plan options effective January 1, 2018.

Your continued cooperation is greatly appreciated.

Sincerely yours,

BOARD OF COUNTY COMMISSIONERS
SCOTT ELLIS, CLERK

Tammy Rowe, Deputy Clerk

/cm

cc: Contracts Administration
Finance
Budget