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| Meeting Date |
| July 25, 2017 |



| AGENDA | |
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| Section | Consent |
| Item No. | II.C.4 |

AGENDA REPORT
BREVARD COUNTY BOARD OF COUNTY COMMISSIONERS

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| SUBJECT: | Authorization to award contract for Voluntary Dental Insurance Program provided by Cigna to be effective 01/01/2018. |
| DEPT/OFFICE: | Office of Human Resources/Employee Benefits |

Requested Action:
It is requested that the Board authorize the placement of Voluntary Dental Insurance coverage with Cigna effective 01/01/2018 and authorize the Office of Human Resource Director to negotiate and execute all contracts and other documents necessary to secure this coverage and execute future renewal.

Summary Explanation & Background:
The Voluntary Dental Insurance Program provided by the incumbent carrier, Delta Dental, Inc. went into effect January 1, 2015. The Board of County Commissioners having previously authorized the Office of Human Resources/Employee Benefits to initiate a Request for Proposal, RFP #P-3-17-08 was released to determine current market conditions for Dental Insurance coverage in Brevard County. Four (4) potential vendors submitted qualifying proposals which were reviewed by the County's employee benefits consultant, RobinsonBush, and submitted to the Employee Benefits Insurance Advisory Committee (EBIAC) for review and recommendations. Upon completing its analysis and interviews, the EBIAC conducted a finalist selection vote on June 28, 2017. Based upon the votes of its participating members, the EBIAC recommends to the Board of County Commissioners that Cigna be awarded the contract for voluntary dental insurance programs to be effective 01/01/2018. Cigna is providing a two year rate guarantee with years 3-5 increases capped at 5%. The following premiums are proposed by Cigna:

| HIGH PPO | Current Monthly Premiums | Cigna Proposed Monthly Premium |
|------------------|--------------------------|--------------------------------|
| EE Only | 35.48 | 32.72 |
| EE+Spouse | 68.60 | 64.42 |
| EE+Children | 63.48 | 59.27 |
| EE+Family | 106.94 | 100.51 |
| LOW PPO | | |
| EE Only | 28.04 | 25.66 |
| EE+Spouse | 54.42 | 50.68 |
| EE+Children | 50.28 | 46.74 |
| EE+Family | 84.06 | 78.80 |
| HIGH DHMO | | |
| EE Only | 14.84 | 12.23 |
| EE+Spouse | 28.80 | 24.64 |
| EE+Children | 26.76 | 22.83 |
| EE+Family | 39.48 | 34.14 |

After further review of the DHMO Low benefit plan currently available as a low cost option for employees, The EBIAC voted to eliminate this plan and combine the memberships of the Low and High Option DHMO resulting in the lower combined DHMO premium reflected above. Cigna's proposal includes an additional \$45,000 integration credit that further reduced the premiums by \$0.95 per employee in each premium tier. That credit is reflected in the above premium structure. Cigna also provided enhanced benefits in the PPO Plans by not including the cost of Preventative Services in the member's annual maximum benefits. This increases the member's available coverage level by \$300 to \$400 annually as these services will not erode the maximum allowed benefit. As this is a voluntary benefit with 100% of premiums paid by enrolled employees there is no financial impact to the County.

Exhibits Attached: EBIAC Ranking Sheet for RFP #P-3-17-08; Benefits Consulting Service Agreement.

Contract /Agreement (If attached): Reviewed by County Attorney Yes No PR

| | | |
|---|--------------------------|--|
| County Manager | Assistant County Manager | Department Director / Extension |
| Frank Abbate, Interim County Manager | Assistant County Manager | Gerard Visco, Dir Human Resources x52031 |



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

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July 26, 2017

M E M O R A N D U M

TO: Jerry Visco, Human Resources Director

RE: Item II.C.4., Authorization to Award Contract for Voluntary Dental Insurance Program Provided by Cigna to be Effective January 1, 2018

The Board of County Commissioners, in regular session on July 25, 2017, authorized the placement of Voluntary Dental Coverage with Cigna effective January 1, 2018; and authorized you to negotiate and execute all contracts and other necessary documents necessary to secure this coverage and execute future renewal.

Your continued cooperation is greatly appreciated.

Sincerely yours,

BOARD OF COUNTY COMMISSIONERS
SCOTT ELLIS, CLERK

Tammy Rowe, Deputy Clerk

/kp

cc: County Manager

RANKING SHEET for - PROPOSAL # P-3-17-08

Brevard County Group Dental Plan

MEETING DATE: June 28, 2017 @ 10:30 a.m.

Posting Date: June 28, 2017 @ 3:15 p.m. **APPEALS MUST BE FILED BY:** July 6, 2017 @ 5:00

POSTED BY: Leslie Rothering

| | Cigna | Delta Dental | Humana | |
|-----------------------------------|-------|--------------|--------|---|
| Selection Committee Member | | | | |
| Frank Abbate | 1 | 2 | 3 | |
| Cecilia Burke | 1 | 2 | 3 | |
| Karen Hirschmiller | 1 | 2 | 3 | |
| Tom Jenkins | 1 | 2 | 3 | |
| Jill Hayes | 2 | 1 | 3 | |
| Ron Forknall | 1 | 3 | 2 | |
| Victor Luebker | 1 | 2 | 3 | |
| Jerry Visco | 2 | 1 | 3 | |
| Bonnie Urbano | 1 | 3 | 2 | |
| Paula Berntson | 2 | 1 | 3 | |
| Chris DiSciascio | 1 | 2 | 3 | |
| | | | | |
| | | | | |
| Total | 14 | 21 | 31 | 0 |
| RANK | 1* | 2 | 3 | |
| | | | | |

The Selection Committee completed the review and evaluation of the proposal submittals for the above referenced solicitation. The Purchasing Services Office hereby provides notification the ranking of firms based on the decision of the Selection Committee in order as follows:

FIRMS IN ORDER OF RANK: (1) Cigna, (2) Delta Dental, (3) Humana

Brevard County encourages prompt and fair handling of all complaints and disputes with the business community. Filing of any disputes and appeals shall be in accordance with procedures specified in bid documents.