

Meeting Date
8/4/15



AGENDA	
Section	Consent
Item No.	II.C.2

**AGENDA REPORT**  
**BREVARD COUNTY BOARD OF COUNTY COMMISSIONERS**

SUBJECT:	Delta Dental January 1, 2016 renewal premiums
DEPT/OFFICE:	Office of Human Resources / Employee Benefits

**Requested Action:**

It is requested that the Board accept 2016 dental insurance rates as proposed by Delta Dental in their Low and High PPO plan options and authorized the Office of Human Resources/Employee Benefits to publish an RFP in 2016 for dental insurance plan options effective 1/1/17.

**Summary Explanation & Background:**

CY 2016 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 will have expired and new premium rates were developed by Delta Dental for subsequent policy years based on the Plans claims experience. Delta has proposed increasing the PPO low and high option premiums by 7.62% while leaving the low and high option dental HMO plans premiums unchanged at current levels. The proposed 2016 dental insurance rates for the dental PPO options are as follows:

Low Option PPO	Current Monthly Premium	Proposed Monthly Premium
Employee Only	26.05	28.04
Employee + Child(ren)	46.71	50.27
Employee + Spouse	50.57	54.42
Employee + Family	78.10	84.05
High Option PPO	Current Monthly Premium	Proposed Monthly Premium
Employee Only	32.97	35.48
Employee + Child(ren)	58.98	63.47
Employee + Spouse	64.02	68.90
Employee + Family	99.37	106.94

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 this is the first rate increase since 2012, the rates as proposed are competitive with the local market for this coverage and as the majority of dental plan participants are enrolled in the HMO options that will not have a premium increase, the overall impact of this increase will be minimized. There is 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  No  PR

County Manager

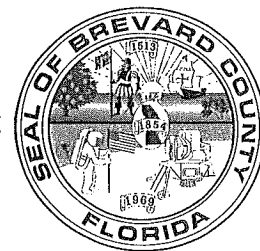
Assistant County Manager

Department Director / Extension

Stockton Whitten

Frank Abbate

Jerry Visco, Office of Human Resources Director



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August 5, 2015

MEMORANDUM

TO: Gerard Visco, Human Resources Office Director

RE: Item II.C.2., Acceptance of 2016 Delta Dental Renewal Premiums

The Board of County Commissioners, in regular session on August 4, 2015, accepted the 2016 dental insurance rates as proposed by Delta Dental in their Low and High PPO plan options; and authorized you to publish a Request for Proposals (RFP) in 2016 for dental insurance plan options effective January 1, 2017.

Your continued cooperation is always appreciated.

Sincerely,

BOARD OF COUNTY COMMISSIONERS  
SCOTT ELLIS, CLERK

*Tammy Etheridge*

Tammy Etheridge, Deputy Clerk

/ds