

**BOARD OF COUNTY COMMISSIONERS
AGENDA ITEM SUMMARY**

Meeting Date: November 14, 2007

Division: Employee Services

Bulk Item: Yes No

Department: Employee Benefits

Staff Contact Person/Phone #: Maria Z. Fernandez-Gonzalez - 292-4448

AGENDA ITEM WORDING: Approval to complete the application for fully-insured voluntary dental benefits with Delta Dental effective January 1, 2008.

ITEM BACKGROUND: April 17, 2003 BOCC approved recommendation to make dental and vision benefits available through a fully-insured voluntary plan saving \$920,000 in the Group Insurance Program and also directed that an RFP be done.

PREVIOUS RELEVANT BOCC ACTION: BOCC approved completion of application for fully-insured voluntary dental and vision benefits through American General effective January 1, 2004 at the October 15, 2003 meeting. BOCC approved renewal with American General at the November 15, 2005 meeting for FY 05-06. BOCC approved renewal with American General at the October 18, 2006 meeting for FY 06-07 and RFP to be done prior to next renewal.

CONTRACT/AGREEMENT CHANGES: Guaranteed rates for two years.

STAFF RECOMMENDATIONS: Approval.

TOTAL COST: N/A

BUDGETED: Yes No

COST TO COUNTY: N/A

SOURCE OF FUNDS: _____

REVENUE PRODUCING: Yes No **AMOUNT PER MONTH** _____ **Year** _____

APPROVED BY: County Atty [Signature] OMB/Purchasing [Signature] Risk Management [Signature]

DOCUMENTATION: Included Not Required

DISPOSITION: _____

AGENDA ITEM # _____



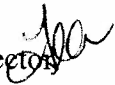
BOARD OF COUNTY COMMISSIONERS

Mayor Mario Di Gennaro, District 4
Mayor Pro Tem Dixie M. Spehar, District 1
George Neugent, District 2
Charles "Sonny" McCoy, District 3
Sylvia J. Murphy, District 5

Office of the Employee Services Division Director
The Historic Gato Cigar Factory
1100 Simonton Street, Suite 268
Key West, FL 33040
(305) 292-4458 - Phone
(305) 292-4564 - Fax



TO: Board of County Commissioners DATE: October 25, 2007

FROM: Teresa E. Aguiar,
Employee Services Director 

SUBJ: Renewal of fully-insured voluntary dental benefits

This item requests approval to complete the application in order to renew the County's dental benefit with Delta Dental for the period of January 1, 2008 to December 31, 2008. This RFP received five proposals and it is believed that Delta is the best choice of all the Proposals.

The current provider's (AIG) proposal would not allow the County to renew our dental plan with them unless we also renewed our vision plan with the provider. The rates provided in their proposal were not competitive and therefore it was decided not to renew both the dental and vision plans with AIG.

This proposal provided the best rate and gives a two year rate guarantee. The Delta proposal includes better than equivalent terms and conditions than our current coverage (no waiting period; extractions included in the orthodontic benefit; missing tooth exclusion; and the orthodontic benefit covers dependent children up to age 25 - - the current and customary age is 19) and also has a network of providers in Monroe County unlike our current provider, AIG. It is recommended that the County renew its fully insured dental policy with Delta and that the BOCC provide approval to complete the necessary paperwork to do so.

If you have any questions on this item, please do not hesitate to contact me at X4458.

PREMIUM RATES FOR ALL DENTAL PROPOSALS RECEIVED

TIER	CURRENT PLAN	DELTA DENTAL		AIG	CIGNA	AMERITAS	UNITED HEALTH CARE	
		1 YR. RATES	2 YR. RATES	2 YR. RATE	1 YR. RATE CURANTEE ONLY	DENTAL & VISION ARE A COMBINED RATE		
EMPLOYEE ONLY	\$33.99	\$30.80	\$31.80	\$40.11	\$38.95	\$37.48	\$38.62	
EMPLOYEE AND SPOUSE	\$65.87	\$59.70	\$61.64	\$77.73	\$75.49	\$72.96	\$74.84	
EMPLOYEE & 1 Dep	\$71.08	\$64.42	\$66.51	\$83.87	\$81.46	\$76.08	\$80.76	
EMPLOYEE AND CHILD(REN)								
EMPLOYEE & 2 + Dep								
EMPLOYEE AND FAMILY	\$102.96	\$93.31	\$96.34	\$121.49	\$117.99	\$111.40	\$116.98	

*NOTE: MUST USE BOTH DENTAL & VISION CO.



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MAYOR Mario DiGennaro, District 4
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Employee Services Division
Benefits Office
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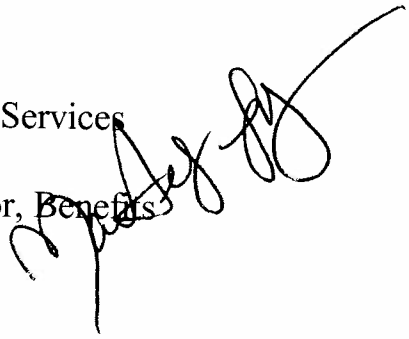
MEMORANDUM

To: Teresa E. Aguiar, Division Director, Employee Services

From: Maria Z. Fernandez-Gonzalez, Sr. Administrator, Benefits

Date: October 24, 2007

Re: Fully Insured Dental & Vision RFP 2007

A handwritten signature in black ink, appearing to be 'M. Fernandez-Gonzalez', is written over the 'From' and 'Date' lines.

As a result of our recent Fully Insured Dental & Vision RFP 5 proposals were received on the dental plan and 7 proposals were received for the vision plan. Below is a brief analysis of each proposal and my recommendations.

A couple of the proposals bid on both plans and I'll review those first.

Current provider, *AIG*, bid once again and their proposal required that we select both their dental and vision plans together. In addition their rates increase again and were not the most competitive.

Ameritas' proposal also required the selection of both their dental and vision plans. In addition this proposal required all participants to elect dental and vision coverage, not just one or the other or both.

Cigna's proposal bid on both the dental and vision plans. Their premiums were not the most competitive received and the RFP asked for a minimum rate guarantee of 2 years and *Cigna's* bid was for only one year.

United Health Care also bid on both plans. Unfortunately their vision provider was Spectera and this was our first vision provider when we switched to fully insured back in 2003 and we were never happy with them. We complained so much that finally AIG switched us to EyeMed. Their rates were also not the most competitive.

VSP only bid on the vision plan. Their rates were not the most competitive rates received for vision coverage and their network did not cover any providers in Monroe County.

The final two bids received for the vision plan were EyeMed and CompBenefits. These were the two most competitive bids received as far as rates and networks. Upon further review I feel that the EyeMed proposal, with its more extensive network, would be the better choice for our employees. As for the rates, the difference is minimal with EyeMed's rates just pennies higher than CompBenefits.

Finally for the dental plan I recommend Delta Dental. Their proposal was very well presented. Their rates were the most competitive received with a 2 year rate guarantee. In addition their network has providers in Monroe County unlike our current provider, AIG, which does not.

As stated above I recommend that we switch to Delta Dental for our dental coverage and also switch to EyeMed for vision coverage. I will proceed with preparing both agenda items for approval at the November BOCC meeting.

Should you have any questions, please feel free to contact me at ext. 4448. Thanks.

Delta Dental PPO

Program 1

Group Name: Monroe County Board of County
Commisioners
Contract Type: Fully Insured

Created on 09/10/2007

Delta Dental's PPO program is an affordable alternative for groups interested in reducing costs without restricting their employees' freedom to choose to visit any licensed dentist. Benefits will be administered according to the following schedule and rates.

Benefits	In-Network*	Out-Network*
Diagnostic and Preventive Services	100%	100%
Basic Services	90%	80%
Major Services	60%	50%
Orthodontic Services for Children	50%	50%

**PPO dentists (in network) are paid on the PPO provider fee schedule.*

**Delta Dental Premier dentists (out of network) are paid on the Usual, Customary & Reasonable fee.*

**Non Delta Dental dentists (out of network) are paid on the Usual, Customary & Reasonable fee.*

Deductible (does not apply to diagnostic and preventive services)

Per enrollee per calendar year	\$50	\$50
Per family per calendar year	\$150	\$150

Maximums

Per patient per calendar year	\$2,000	\$2,000
Lifetime orthodontic maximum - per patient	\$1,500	\$1,500

Monthly Rates

	One Year	Two Year
Four Tier Structure:		
Employee Only	\$30.80	\$31.80
Employee + Spouse	\$59.70	\$61.64
Employee + Child(ren)	\$64.42	\$66.51
Employee + Spouse and Child(ren)	\$93.31	\$96.34

Commissions

The above rates include 5.00% commissions.

Deductible and maximum amounts for in network and out of network are inclusive of each other and not in addition to.

The above rates are not valid unless accompanied by the provisions on the attached pages.

The rates quoted in this proposal are based on the information provided to Delta Dental at the time the proposal was released. This proposal is not a contract. If the group wishes to sign a contract with Delta Dental, it will be required to complete a Group Application. Delta Dental's acceptance of a completed Group Application will be based on verification of group enrollment specifications.

The proposed plan will be administered under Delta Dental's standard benefits, limitations and exclusions.



Domestic Partnership Addendum

“Domestic Partner” means a person over the age of 18 who has chosen to share his or her life with you in a committed family relationship of mutual caring as long as you and that individual:

1. consider yourselves to be members of one another’s immediate family;
2. agree to be jointly responsible for one another’s basic living expenses;
3. are not otherwise married or a member of another domestic partnership;
4. are not blood related in a way that would prevent you from being married to one another under the laws of Florida;
5. are each of at least legal age and competency required by Florida law to enter into a marriage or other binding contract;
6. reside at the same residence; and
7. each sign a Declaration of Domestic Partnership available from the Employee Benefits Office. An updated Declaration of Domestic Partnership may be required periodically, but not more frequently than annually. The Employee Benefits office may also ask for substantiation of the Declaration.