



MEMORANDUM

To: Mayor and City Council

From: Justin Vaughn, Assistant Director of Administration and Human Resources

Date: September 16, 2016

Reference: Approval of Dental Insurance Coverage

2030: Top Quality City Workforce

Introduction:

Please find the attached the renewal proposal for Dental coverage from Guardian in the amount of \$202,665.00 (a 0% increase over last year's cost). This proposal is for a fully insured policy for the dental plans (DHMO & PPO) that are available to employees and dependents.

Analysis:

These plans cover preventive, basic, major, and orthodontic procedures for employees and their dependents. The plan designs (Deductibles, out-of-pocket maximums, and coinsurance) have not changed for the new plan year when compared to the current. The type of network and dentists that are available to employees has not changed either. 349 employees are enrolled in this program.

Legal Review:

This is a purchase of an insurance product and no agreement is warranted.

Fiscal Impact:

These costs have been budgeted in the City's Insurance Fund.

Recommendation:

The city staff recommends the Mayor and City Council approval of the Dental renewal proposal as outlined above.