



City of Tarpon Springs, Florida

HUMAN RESOURCES DEPARTMENT
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MEMORANDUM

SEPTEMBER 10, 2019

TO: HONORABLE MAYOR AND BOARD OF COMMISSIONERS

FROM: JANE KNIFFEN, HUMAN RESOURCES DIRECTOR

SUBJECT: EMPLOYEE DENTAL INSURANCE

RECOMMENDATION:

That the Mayor and Board of Commissioners approve renewal of employee dental insurance with the Florida Municipal Insurance Trust (FMIT) using a Delta Dental plan, for a period of twelve (12) months commencing October 1, 2019.

BACKGROUND:

In 2016, FMIT entered a new partnership with Delta Dental, the nation's largest dental provider. Advantages over the previous carrier included:

- ✓ Lower monthly premiums while maintaining the same level of plan features
- ✓ More in-network providers – Delta Premier/PPO Networks offer more statewide providers
- ✓ Lower out-of-pocket costs – more in-network providers mean more claims paid in network at a lower cost
- ✓ No administrative changes – Florida League of Cities staff continue to answer employee questions and act as liaison with Delta.

The City opted to change to the Delta plan offered by FMIT on October 1, 2016, with an approximate annual savings of almost \$15,000; there have been no rate increases since changing to Delta three years ago. FMIT has indicated that there will be a 3.9% increase in premiums for FY 2020, because of changing dental trend.

It is recommended that the City continue to pay the full premium cost for eligible employees and maintain its current level of contribution to all dependent tiers, as outlined in *Attachment 1*.

Note: In a continuing effort to control costs while preserving quality of benefits, the City is currently seeking third-party assessment/development of Requests for Proposal (RFP) for the complete employee benefit package.

Attachment 1

**DENTAL INSURANCE PREMIUM COST SUMMARY FOR FY 2020
OCTOBER 1, 2019**

MONTHLY PREMIUMS AND CURRENT COST SHARING								
COVERAGE/ TIER	CURRENT RATES	CURRENT CITY PAID PORTION	CURRENT EMPLOYEE PAID PORTION	PROPOSED RATES	DIFFERENCE			
EMPLOYEE ONLY	\$30.61	\$30.61	\$ 0.00	\$31.81	\$1.20			
SPOUSE ONLY	\$30.74	\$ 1.35	\$29.39	\$31.94	\$1.20			
CHILD(REN) ONLY	\$34.42	\$ 0.00	\$34.42	\$35.76	\$1.34			
FAMILY ONLY	\$69.69	\$ 7.99	\$61.70	\$72.41	\$2.72			
FY 2020 PROPOSAL – CITY DEPENDENT CONTRIBUTION UNCHANGED								
COVERAGE/ TIER	TOTAL MONTHLY PREMIUM	CITY PAID PORTION	EMPLOYEE PAID PORTION	CHANGE IN MONTHLY CITY CONTRIBUTION	CHANGE IN MONTHLY EMPLOYEE CONTRIBUTION	ENROLL- MENT*	CHANGE IN COST TO CITY FOR FY 2020	CHANGE IN COST TO EMPLOYEE FOR FY 2020
EMPLOYEE	\$31.81	\$31.81	\$ 0.00	\$1.20	N/A	289	\$4,161.60	\$0.00
SPOUSE	\$31.94	\$ 1.35	\$30.59	\$0.00	\$1.20	56	\$ 0.00	\$14.40
CHILD(REN)	\$35.76	\$ 0.00	\$35.76	\$0.00	\$1.34	28	\$ 0.00	\$16.08
FAMILY	\$72.41	\$ 7.99	\$64.42	\$0.00	\$2.72	52	\$ 0.00	\$32.64
INCREASED COST TO CITY FOR FY 2020 * =								\$4,161.60

* BASED ON AUGUST 2019 ENROLLMENT