

The dental insurance plan proposed reflects a 7% increase in premiums to the City. Based on the average of 1,094 employees per month who are eligible to participate in dental insurance, the annual fiscal impact of this recommendation is an estimated increase in cost of \$20,217.12 for FY16. The new rates would be effective October 1, 2015.

Dental Insurance	Current FY 14-15	Proposed FY 15-16	Increased Cost Per Employee Per Month
City Cost Per Month	\$24,046.12	\$25,730.88	\$1.54

Costs for both have been incorporated into the City's FY16 proposed budget, delivered to the City Council earlier in June.

RECOMMENDATION

It is recommended that City Council recommend the renewal of Scott and White Health Plan as the provider for employee medical insurance to the Employee Benefit Trust and authorize the City Manager to execute an agreement with Scott and White Health Plan for medical insurance effective October 1, 2015, and that the City Manager be authorized to execute any necessary change order in accordance with state and local law.

It is recommended that City Council recommend the renewal of MetLife as the provider for employee dental insurance to the Employee Benefit Trust and authorize the City Manager to execute an agreement with MetLife for dental insurance effective October 1, 2015, and that the City Manager be authorized to execute any necessary change order in accordance with state and local law.