



FY25 PLAN YEAR DENTAL BENEFITS RENEWAL

RS-24-104

June 18, 2024

Background

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- City's contribution
- Current provider
 - ▣ MetLife – Dental
 - Employee dental plans participation: 1,242
- City conducted an RFP for dental and vision
- Marketing Initiative was completed for life, disability, and worksite benefits

Funding

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- ▣ Fully-funded Insurance:
 - FY24 Dental Insurance Cost: \$635,543
 - FY25 Dental Insurance Cost: \$794,457
 - \$158,915 increase for FY25

- ▣ The City does not contribute to vision, voluntary life, disability, or worksite benefits
 - Several of the worksite benefits are decreasing in cost for FY25

Plan Amendments

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□ Dental

- No changes to plan design.
- The City will continue to cover the employee only premium on the low plan option.

□ Vision

- No changes to plan design.
- The City does not contribute to vision premiums.

Dental Plans

FY25 Proposed Dental Contributions

	FY24 Employee Monthly Premium	FY25 Employee Monthly Premium	Employee Increase	FY24 Employer Monthly Contribution	FY25 Employer Monthly Contribution	Employer Increase
<i>Dental Plans</i>						
<i>Low Plan (Orthodontia to age 26)</i>						
Employee Only	\$0.00	\$0.00	\$0.00	\$20.36	\$25.44	\$5.08
Employee/Spouse	\$23.72	\$29.66	\$5.94	\$21.54	\$26.92	\$5.38
Employee/Children	\$28.00	\$35.00	\$7.00	\$21.76	\$27.20	\$5.44
Employee /Family	\$57.24	\$71.56	\$14.32	\$23.22	\$29.00	\$5.78
<i>Dental Plans</i>						
<i>High Plan (Orthodontia any age)</i>						
Employee Only	\$4.40	\$5.50	\$1.10	\$20.58	\$25.72	\$5.14
Employee/Spouse	\$24.72	\$30.90	\$6.18	\$21.60	\$27.00	\$5.40
Employee/Children	\$39.00	\$48.74	\$9.74	\$22.30	\$27.90	\$5.60
Employee /Family	\$73.50	\$91.86	\$18.36	\$24.02	\$30.04	\$6.02

Staff Recommendation

Staff recommends the City Council approve the City to renew the City's contract with MetLife for its dental plans for an anticipated increase in cost of \$157,915 for FY25, total cost of \$794,458; to renew the City contract with MetLife for its Basic Life and AD&D plans for no increase and a total cost of \$27,000 for FY25; and authorize the City Manager or designee to execute an agreement with MetLife effective October 1, 2024, and that the City Manager or designee is further authorized to execute any necessary change orders in accordance with state and local law.