

**RESOLUTION NO. 31-2016 (AS AMENDED JUNE 1, 2016)**

Offered by All of Council

**A RESOLUTION AUTHORIZING THE MAYOR AND THE FINANCE DIRECTOR TO ENTER INTO AN AGREEMENT WITH ASSURANT DENTAL (SUN LIFE FINANCIAL) FOR DENTAL INSURANCE FOR FULL-TIME VILLAGE EMPLOYEES, AND DECLARING AN EMERGENCY.**

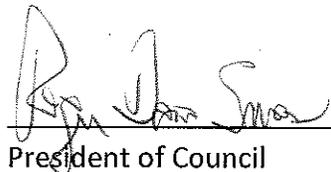
WHEREAS, the Village's Mayor has recommended entering into an agreement with Assurant Dental (Sun Life Financial) to be the provider for dental insurance for full-time Village employees during the period July 1, 2016 through June 30, 2017.

NOW, THEREFORE, BE IT RESOLVED by the Council of the Village of Richfield, Summit County, State of Ohio:

SECTION 1. That the Mayor and the Finance Director be, and they hereby are, authorized and directed to enter into an agreement with Assurant Dental (Sun Life Financial) for the Village's dental insurance effective July 1, 2016, in accordance with the offer from Assurant Dental, a copy of which offer is attached hereto as Exhibit "A" and incorporated herein fully as if by reference.

SECTION 2. This Resolution is hereby declared to be an emergency measure necessary for the immediate preservation of the public health, safety and welfare and for the further reason that it is immediately necessary in order to comply with the timing requirements of the program; wherefore, provided this Resolution receives the affirmative vote of two-thirds of the members of Council elected or appointed, it shall take effect immediately upon its passage and execution by the mayor; otherwise, it shall take effect and be in force from and after the earliest period allowed by law.

PASSED: 6-7-16

  
\_\_\_\_\_  
President of Council

ATTEST:  
  
\_\_\_\_\_  
Clerk of Council

  
\_\_\_\_\_  
Mayor

Dated: 6/7/16

**TO: Village Council  
Mayor Bobbie Beshara**

**CC: Carolyn Sullivan  
William Hanna**

**FROM: Sandy Turk, Finance Director**

**RE: Resolution No. 31-2016 (as amended June 1, 2016) for dental insurance for the June 7, 2016 Council Meeting**

**Date: June 7, 2016**

<b>ACTION BEING REQUESTED</b>	<b>TYPE OF REQUEST</b>
<b>2nd Reading, Suspension of 3<sup>rd</sup> reading, &amp; Adoption</b>	<b>Dental Insurance Resolution</b>

The Finance Department requests Resolution No. 31-2016 (as amended June 1, 2016) be submitted for second reading, suspension of the third reading, and consideration of adoption at the June 7, 2016 Council meeting for employee dental insurance to enter into a one-year agreement with Assurant. Adoption is requested to allow for a smoother transition since a change in carriers is being recommended. In addition, quotes were received from MetLife, Ameritas, and Lincoln.

The current dental coverage with Lincoln Financial Group costs \$49,084 annually and the contract expires June 30, 2016. The current single and family monthly rate is \$27.96 and \$77.20, respectively. This rate has been in effect for the past 3 ½ years with the new rate being effective for one year. The new rate with Assurant is \$45,346 annually, reflecting a \$3,739 decrease, or a 7.6% decrease. The new single and family monthly rate is \$24.36 and \$71.65, respectively. The Village pays 100% of the cost.

Let me know if you have any questions.

Attachment

H:/-sturk/Resolution\Briefing Memos\2016 dental briefingmemo5-10-16.doc

## EXHIBIT A

This proposal is good for a future effective date through 07/01/2016

Dental Schedule of Benefits		
	In-Network	Out-of-Network
Calendar Year Maximum	\$1,000	\$1,000
Deductible (Limit of 3)	\$50	\$50
Waived for Preventive	Yes	Yes
Coinsurance Amounts		
Class I Preventive	100%	100%
Class II Basic	90%	80%
Class III Major	60%	50%
Timely Applicant Wait	No	
Fourth Quarter Carryover	No	
Annual Enrollment	Yes	
Benefit Payment	Negotiated Fee	Allowable Charge/UCR

This Plan Includes Lifetime of Smiles

- Brush biopsies to help with early detection of oral cancer.
- Genetic testing to help identify individuals who are at genetic risk for gum disease.
- Periochips to help control bacteria and reduce the size of periodontal pockets.<sup>1</sup>
- Online Dental Health Center a trusted resource that offers members the most up-to-date information available on preventive dental care.

<sup>1</sup> Classification of services varies by plan design.

**Proposed Plan Rates**

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Rates	
Employee Only	\$24.36
Employee + Dependents	\$71.65

**Rate Assumptions**

- Rates assume a 07/01/2016 effective date and are guaranteed for 12 months.
- Available with a minimum participation of 65% of eligible employees (10 life minimum).
- The rates quoted assume 95% participation for all eligible employees.
- If any one of the rate assumptions is incorrect, we reserve the right to retroactively adjust the rates.
- The rates quoted are based on the information provided to us at the time of proposal and reflect the risk presented and benefits requested at that time. Changes in our risk or changes in the benefits requested may result in a change of premium rates, a change in the plan offered, or a withdrawal of the proposal.
- This table lists additional participation levels and their applicable rate factor. Multiply the proposed rates by the corresponding factors for their participation rates.

Quoted Participation <85%	Quoted Participation 85%	Quoted Participation >95%
See Sales Rep	1.01	No Change

**PPO Network**

- Assurant® Dental Network is the PPO network for this plan. Our network is one of the largest national PPO networks with 100,000+ unique dentists.<sup>1</sup> Participating dentists have agreed to offer in-network fees approximately 30% off their usual fees.

<sup>1</sup> The PPO network for this plan includes dentists contracted with Dental Health Alliance, L.L.C.® (DHA®) and dentists under access arrangements with other dental networks.

**Covered Dental Services (see certificate for a complete list of covered services)**

<b>Schedule Covered Services</b>	<b>In-Network</b>	<b>Out-of-Network Coinsurance Percentages</b>
Periodic Oral Evaluation	100%	100%
Genetic Testing	100%	100%
Bitewing X-rays	100%	100%
Intraoral Complete Series/Panoramic X-Rays	100%	100%
Dental Prophylaxis	100%	100%
Topical Fluoride Treatment	100%	100%
Dental Sealants	100%	100%
Space Maintainers	100%	100%
Stainless Steel Crowns	90%	80%
Root Canals	90%	80%
Periodontal Scalling and Root Planing	90%	80%
Periodontal Maintenance	90%	80%
Periodontal Surgery	90%	80%
Simple Extractions	90%	80%
Biopsy	90%	80%
Complex Extractions	90%	80%
Incision & Drainage	90%	80%
General Anesthesia & IV Sedation	90%	80%
Palliative (emergency) Treatment of Pain	90%	80%
Fillings	90%	80%
Inlays, Onlays and Crowns	60%	50%
Dentures	60%	50%
Denture Repairs	90%	80%
Relining or Rebasing Dentures	60%	50%
Fixed Bridges	60%	50%
Implants	60%	50%
<b>Other Services</b>		
Lifetime of Smiles®		Included