

BOCC APPROVAL JUNE 14, 2017

BOARD OF BIDS AND CONTRACTS JUNE 8, 2017

**2. EMPLOYEE DENTAL BENEFITS -- DIVISION OF HUMAN RESOURCES
FUNDING -- DIVISION OF HUMAN RESOURCES**

(Request sent to 14 vendors)

RFP #17-0014 Contract

	Significant Benefit Services, Inc.	Metropolitan Life Insurance Company dba MetLife	UnitedHealth Care
	Price per employee per month		
Initial Term – Three (3) years	\$3.50	\$2.65 employee only \$5.30 employee + one dependent \$7.96 employee + family	\$3.20
Renew Option Year One (1)	\$3.50	will not be increased by more than 8%	TBD
Renew Option Year Two (2)	\$3.50	TBD	TBD
	HealthSmart Benefit Solutions	Blue Cross Blue Shield of Kansas, Inc.	Delta Dental of Kansas, Inc.
	Price per employee per month		
Initial Term – Three (3) years	\$4.20	\$3.42	\$3.26
Renew Option Year One (1)	\$4.20	\$3.56	\$3.35
Renew Option Year Two (2)	\$4.20	\$3.70	\$3.35
	Aetna Life Insurance Company	The Guardian Life Insurance Company of America	
	Price per employee per month		
Initial Term – Three (3) years	\$2.90	\$2.50	
Renew Option Year One (1)	\$3.01	TBD	
Renew Option Year Two (2)	\$3.13	TBD	
No Bid	Carington International Corporation		

BOCC APPROVAL JUNE 14, 2017

BOARD OF BIDS AND CONTRACTS JUNE 8, 2017

On the recommendation of Kara Kingsley, on behalf of the Division of Human Resources, Richard Powell moved to **accept the proposal from Delta Dental of Kansas, Inc. (Delta Dental) and establish a three (3) year contract with two (2) one (1) year options to renew.** Scott Hadley seconded the motion. The motion passed unanimously.

A committee comprised of Eileen McNichol, Heather Poorman and Rebecca Page - Human Resources, Tom Stolz - Interim Deputy County Manager and Kara Kingsley - Purchasing reviewed and scored the responses based on criteria set forth in the RFP. The committee unanimously decided to recommend Delta Dental for award.

Delta Dental plan covers 100% of all diagnostic and preventive work, which includes oral evaluations, x-rays, cleanings, topical fluoride, space maintainers, and sealants. This plan will also cover 80% of basic work, 50% major work and, 50% orthodontics. Members must have at least one cleaning per year to remain at the 80% basic level or the basic level amount shifts to 50%.

UnitedHealth Care did not provide pricing past the initial term and their proposed plan only covers 50% of basic for the first year. The coverage jumps to 80% the second year if the employee completes preventive service requirements. Our current plan and the proposed plan from Delta Dental offers 80% upfront for basic work. Members must have at least one cleaning per year to remain at the 80% basic level or the basic level amount shifts to 50%.

Aetna Life Insurance Company (Aetna) only provided orthodontics for children up to age 20, Delta Dental is offering coverage up to age 26. Aetna, does not provide ID cards. They also forecasted a higher claim funding level.

The Guardian Life Insurance Company of America did not provide pricing past the initial term, the committee also had concerns over the turnover rate and current litigation. Also, it was confirmed that 100 employees would not have in network provider access.

Delta Dental is our current vendor.

Questions and Answers

Richard Powell: "In the third paragraph, the last sentence 'Our current plan and the proposed plan from Delta Dental offers 80% upfront for basic and major work.' but in the second paragraph right above that says 'This plan will also cover 50% to 80% of basic work, 50% major work.' To me these appear to be in conflict with each other.

Heather Poorman, HR Benefits Manager, Division of Human Resources: "It appears the third paragraph is incorrect. Delta Dental actually pays 50% for major work. So it is 80% for basic and 50% for major.

Richard Powell: "80% coverage for basic and 50% for major?"

Heather Poorman: "Correct."

Richard Powell: "So then in the fourth paragraph we'll see continuation for 80% for basic as it is currently and the proposed plan will increase to 80%?"

Heather Poorman: "No, I think this is just incorrect so what Delta is offering is what we currently have. 100% of preventative, 80% of basic and 50% of major."