



AGENDA ITEM MEMORADUM

Finance

Department

Tony Bryan, Finance Director

Department Director

COMMISSION MEETING DATE (*) - 7:00 PM	Deadline to Town Clerk
<input type="checkbox"/> Aug 23, 2011	Aug 12 th
<input type="checkbox"/> Sept 12, 2011 1 st BUDGET PUBLIC HEARING	Sept 1 st
<input checked="" type="checkbox"/> Sept 13, 2011	Sept 2 nd
<input type="checkbox"/> Sept 26, 2011 2 nd BUDGET PUBLIC HEARING	Sept 15 th
<input type="checkbox"/> Sept 27, 2011	Sept 16

*Subject to Change

- Presentation Reports Consent Ordinance
 Resolution Quasi-Judicial Old Business New Business

FY2011 DESIGNATED HIGH PRIORITY ITEM - PRIORITY TOPIC

SUBJECT TITLE: Vision and Dental Insurance

EXPLANATION:

The Town provides vision and dental plans to eligible employees and their dependents as part of the employee benefits package.

The vision plan, is administered by Humana and the dental plan, is administered by Assurant. Both plans renew effective October 1. The renewal premiums offered by Humana include a modest increase (i.e., an annual cost of approximately \$1,860 to the Town) over the current premiums and the renewal premiums offered by Assurant are the same as the current premiums.

Town Staff requested quotes from the Florida Municipal Insurance Trust which were higher than the renewal premiums offered by the current carriers.

Unless we terminate the dental and / or vision plan, they will renew effective October 1 with the rates reflected in the attachments.

EXPECTED OUTCOME:

Staff recommends that the Commission authorize renewal of the Town's vision and dental plans.

EXHIBIT(S):

- Summary of Vision Plan Premiums (Annual)
- Summary of Dental Plan Premiums (Annual)

Reviewed by Town Attorney
 Yes No

Town Manager Initials CB

Summary Vision Premiums (Annual)

VISION - VISIONCARE
 Single
 Employee + Spouse
 Employee + Children
 Family

Annual Premium
57.84
139.92
188.40
270.48

Employee Contribution	
\$	%
0.00	0.0%
41.04	29.3%
65.28	34.6%
106.32	39.3%

Town Contribution	
\$	%
57.84	100.0%
98.88	70.7%
123.12	65.4%
164.16	60.7%

Note: Policy is that Town pays 100% for Town Manager, Assistant Town Manager, and Directors. The Town Manager and Assistant Town Manager, however, only carry single coverage.

Town contribution reflects the current policy whereby the Town pays 100% for the employee and 50% for covered dependents.

Summary of Dental Premiums (Annual)

	<u>Annual Premium</u>
DENTAL - ASSURANT	134.04
Single	226.80
Employee + Spouse	226.80
Employee + Children	357.72
Family	

<u>Employee Contribution</u>	
<u>\$</u>	<u>%</u>
0.00	0.0%
46.38	20.4%
46.38	20.4%
111.84	31.3%

<u>Town Contribution</u>	
<u>\$</u>	<u>%</u>
134.04	100.0%
180.42	79.6%
180.42	79.6%
245.88	68.7%

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