



June 27, 2024

Ercilia Krempler  
Director of HR/Risk Management  
City of Lauderdale  
5581 W. Oakland Park Boulevard  
Lauderhill, FL 33313

Re: RFP #2024-030 Single Source Fully Insured Group Dental DHMO & PPPO Plans

Dear CiCi,

We have completed our analysis of the proposals received in response to the RFP for the City's group dental plans for an October 1, 2024, effective date. Humana has provided the DHMO and DPPO benefits since 2011. The City pays 100% of the employees cost for either the DHMO or DPPO, with employees paying the difference in premium for covered dependents. There are currently 213 employees enrolled in the DHMO, and 273 enrolled in the DPPO plan for a total of 486 enrolled in the plans. The total annual combined premium is \$269,593, the City pays \$168,369 of the total premium.

The objectives and scope of the RFP are outlined below.

### **Objectives**

- Seek proposals to closely match or enhance existing DHMO and DPPO benefit levels.
- Minimize the cost of providing dental benefits for employees and dependents while maintaining or enhancing current benefit levels.
- Provide the City's employees, dependents, and retirees with a robust network of providers.
- Obtain dental plan proposals through a single source organization.

### **Scope**

This Request for Proposals (RFP) is for a fully insured group dental DHMO and DPPO plans through one dental care organization.

It is requested that proposals include costs on a fully insured basis only.

Rates are requested on a 2-tier basis.

- The current DHMO plan has a requirement for the employee to choose a Primary Care Dentist (PCD), although referrals to seek care from a Specialist are not required. The schedule of copays applies whether the participant obtains a referral; However, the City's preference is for the employees to have a choice of PCD within the proposed network without having to select one while applying the copay schedule to Specialist visits.
  - The City is requesting a technology fund be included in your proposal submission to help defray the cost of possibly changing the current carrier EDI file.
- \* A single source dental care organization is one that ultimately bears the risk for both the DHMO and the PPO plan. Partnership arrangements between two

The City received proposals from the following Companies.

1. Aetna
2. Cigna
3. Delta Dental
4. Florida Combined
5. Humana
6. MetLife
7. Solstice
8. Sun Life
9. UnitedHealthcare

The members of the evaluation committee completed their task of reviewing the details of the qualified dental plan proposals, as well as our detailed analysis of the proposals. Our analysis consisted of comparisons of each of the carrier's proposed networks, dental provider displacement, premium comparisons, DHMO average copays based on utilization, as well as a comparison of all DHMO codes, and DPPO benefit comparison.

The evaluation Committee selected three finalists: Cigna, Humana and Solstice. Each finalist was invited to present to the Committee and respond to finalist questions. The evaluation committee resulted in the following ranking:

1. Cigna
2. Humana
3. Solstice

Some key points of the top ranked proposal are as follows:

- Rate decrease of -10% for an annual premium reduction of approx. \$24,000.
- 2% rate reduction on the medical plan estimated at \$182,517 if dental is bundled with medical.
- Minimal network disruption; 88% DHMO network match and 91% on the DPPO plan. Cigna has agreed to solicit dental providers utilized by City participants that is not in their network.
- Rate guarantee through September 30, 2026, then a 5% renewal rate cap through 2027.
- A DHMO plan that includes more covered procedures, including coverage for Implants.
- The DPPO plan will include a progressive wellness max, which increases the \$1,000 benefit maximum annually by \$200 if there are any unused funds at the end of each year to a maximum of \$1,600 in year 3. The PPO plan will also include coverage for implants.

- Waiving the missing tooth provision, which will allow employees who had congenitally missing teeth coverage for implants.
- Oral Health integration for members with 14 qualifying medical conditions will receive additional services.
- On-site dental care.
- Dental virtual care.

Based on these key points, The Rhodes Insurance Group dba Acentria Public Risk concurs with the decision made by the Evaluation Committee.

Sincerely,

Lloyd F. Rhodes  
Vice President