

HUMAN RESOURCES DEPARTMENT  
600 W. 4<sup>TH</sup> Street  
Davenport, IA 52801

Office: (563) 326-8767  
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**Date:** October 14, 2014

**To:** Dee Bruemmer, County Administrator

**From:** Mary J. Thee, Human Resources Director/Asst. County Administrator

**Subject:** Insurance Recommendations

#### Health/Pharmaceutical

We are in the second year of our Administrative Service Agreement with United Health Care. There is no increase for this year and the last year has a cap of a 5% increase.

We do not have a final price on our Specific Stop Loss and Aggregate Stop Loss coverage with UHC. We will present this at a future Board meeting.

#### Dental

With the assistance of Holmes Murphy we have met with our representative from Delta Dental to discuss our renewal. They proposed a 3% increase in administrative costs, with no increase in the second or third year of the agreement. The trend in Iowa remains at 4%. Delta Dental network dentists performed 96.6% of the procedures thereby increasing savings to the plan. In 2013 we added their PPO and have seen a steady rise in employee utilization, thereby the County receives deeper discounts.

#### Vision

Our vision provider, Avesis, has proposed a 2 year agreement with a 7% increase. We have reviewed the proposal with Holmes Murphy and feel that based on the rates from the 2009 RFP that this still remains a reasonable price.

#### Health Care Rates

The County has reviewed our health care rates with our actuarial, Silverstone Group. They have recommended a slight increase to the employee premium rates for CY15. The recommended increase is 2% for health and 0% for dental.

Along with the vision increase this results in an employee family premium increase of \$3.52 a month.

The supporting documentation is attached.

Cc: David Farmer, Budget Manager  
Jeff Scarpinato, Holmes Murphy  
Cheri Sexton, Benefits Coordinator

**HUMAN RESOURCES DEPARTMENT**

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Davenport, Iowa 52801-1030

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Date: October 14, 2014  
To: Dee F. Bruemmer, County Administrator  
From: Mary J. Thee, Human Resources Director/Asst. County Administrator  
Subject: Approval of Health Insurance Premium Rates for CY15

The final rates for the Medical, Dental and Vision benefits are as follows:

<b>United Healthcare Plan (TPA) (Self Funded as of 1-1-10)</b>	<b>CY14 Rates</b>	<b>CY15 Rates</b>	<b>Employee Family Rate</b>
	\$ 465.00 Single \$1,268.00 Family	\$ 474.00 Single \$1,294.00 Family	\$164.00

<b>Delta Dental (TPA) (Self funded as of 7-1-10)</b>	<b>CY14 Rates</b>	<b>CY15 Rates</b>	<b>Employee Family Rate</b>
	\$29.18 Single \$87.44 Family	\$29.18 Single \$87.46 Family	\$11.66

<b>Avesis Vision (Contracted since 7-1-10)</b>	<b>CY14 Rates</b>	<b>CY15 Rates</b>	<b>Employee Family Rate</b>
	\$6.24 Single \$14.37 Family	\$6.68 Single \$15.38 Family	\$1.74

THE COUNTY AUDITOR'S SIGNATURE CERTIFIES  
THAT THIS RESOLUTION HAS BEEN FORMALLY  
APPROVED BY THE BOARD OF SUPERVISORS ON

\_\_\_\_\_  
DATE

\_\_\_\_\_  
SCOTT COUNTY AUDITOR

R E S O L U T I O N

SCOTT COUNTY BOARD OF SUPERVISORS

October 23, 2014

APPROVAL OF FAMILY HEALTH CARE PREMIUM RATES FOR SCOTT COUNTY  
EMPLOYEES IN CALENDAR YEAR 2015

BE IT RESOLVED BY the Scott County Board of Supervisors as follows:

Section 1. The following schedule of family health care premium rates for Scott County employees in calendar year 2015 is hereby approved:

Health/Pharmaceutical	\$164.00 / mo
Dental	\$ 11.66 / mo
Avesis Vision	\$ 1.74 / mo

Section 2. This resolution shall take effect on January 1, 2015.

THE COUNTY AUDITOR'S SIGNATURE CERTIFIES  
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APPROVED BY THE BOARD OF SUPERVISORS ON  
\_\_\_\_\_  
DATE  
\_\_\_\_\_  
SCOTT COUNTY AUDITOR

R E S O L U T I O N

SCOTT COUNTY BOARD OF SUPERVISORS

October 23, 2014

APPROVAL OF TWENTY FOUR MONTH AGREEMENT WITH AVESIS FOR VISION  
COVERAGE

BE IT RESOLVED BY the Scott County Board of Supervisors as follows:

Section 1. That the proposal from Avesis for twenty four months for a fully funded vision plan is hereby accepted and approved.

Section 2. That the Human Resources Director hereby authorized to sign the vision insurance contracts for services on behalf of the Board.

Section 3. This resolution shall take effect immediately.