

**OFFICE OF THE CITY MANAGER  
LITTLE ROCK, ARKANSAS**

**BOARD OF DIRECTORS COMMUNICATION  
NOVEMBER 3, 2014 AGENDA**

<p><b>Subject:</b></p> <p>Renewal of Dental Care Policy</p> <p><b>Submitted By:</b></p> <p>Human Resources Department</p>	<p><b>Action Required:</b></p> <p style="text-align: center;">Ordinance <b>Resolution</b> Approval Information Report</p>	<p><b>Approved By:</b></p> <p style="text-align: center;">Bruce T. Moore City Manager</p>
<p><b>SYNOPSIS</b></p> <p><b>FISCAL IMPACT</b></p> <p><b>RECOMMENDATION</b></p> <p><b>CITIZEN PARTICIPATION</b></p> <p><b>BACKGROUND</b></p>	<p>Delta Dental Plan of Arkansas, the incumbent provider of dental care coverage for City Employees, has offered a renewal effective January 1, 2015, with a composite rate increase of 5.4%. This renewal represents the sixth year of a maximum seven (7)-year policy period noted in the most recent RFP.</p> <p>Amounts required for this coverage are budgeted in the 2015 personnel line items</p> <p>Approval of a resolution authorizing the City Manager to execute an extension of the current policy with Delta Dental to provide Dental Insurance Benefits for City Employees for a one (1)-year period effective January 1, 2015.</p> <p>N/A</p> <p>The City provides dental insurance coverage for all full-time eligible employees. Through several bid cycles, Delta Dental has offered the best package of rates, benefits and participating providers. Delta has offered a renewal with a composite increase across two (2) plan options which is approximately the same as the expected inflation rate for dental services plus cost increases driven by the Federal Affordable Care Act.</p>	