

Supplemental Dental Benefit Change

Item 8- Group Insurance Board

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Action Needed

- The Department of Employee Trust Funds (ETF) requests the Group Insurance Board (Board) consider and approve one of the three proposed supplemental dental benefit change options for dental crowns effective January 1, 2024.

Background

Delta Dental administers ETF's employee pay all Supplemental dental plan

ETF offers the supplemental dental plan to:

- All State active employees
- All retirees (State and Local)
- Local employers have option to offer

Board approved realignment strategy in November 2017

Plan Designs

Benefit	Preventive Plan	Select Plan	Select Plus Plan
Annual deductible	None	\$100/person	\$25/person
Annual benefit maximum	\$1,000/person	\$1,000/person	\$2,500/person
Waiting period	None	None	None
Routine evaluations ,cleanings, sealants, bitewing and panoramic x-rays, fluoride treatments, pulp vitality tests	100%	No coverage	No coverage
Fillings (Amalgam)	100%	No coverage	No coverage
Anesthesia (general)	80%	50%	80%
Emergency pain relief	80%	No coverage	No coverage
Periodontal maintenance	100%	No coverage	No coverage
Crowns, bridges, dentures, implants	No coverage	50%	60%
Surgical extractions, root canals, periodontics, oral surgery	No coverage	50%	80%
Non-surgical extractions	90%	No coverage	No coverage
Orthodontics coverage	50% (Under age 19)	No coverage	50% (Any age)
Orthodontics lifetime maximum	\$1,500	No coverage	\$1,500

Benefit Design Change

Consideration

ETF received a legislative request to examine increasing the benefit for crowns to 100%

Crowns are currently paid at 50% or 60%

Utilization

Plan	Service Year	Total Crowns	Number of individuals with Crown Claim	Percent of Individuals with Crown Claim
Select Plan	2019	1,738	1,478	9.3%
Select Plan	2020	1,620	1,407	7.5%
Select Plan	2021	1,973	1,649	8.3%
Select Plus Plan	2019	9,426	7,185	12.3%
Select Plus Plan	2020	8,890	6,802	10.1%
Select Plus Plan	2021	10,436	7,902	11.0%

Other States' Offerings

1 state offers 100% coverage for crowns

8 states offer richer crown benefit

8 states offer comparable crown benefit

31 states offer less rich crown benefits

Three Options:

1. Increase crown benefit for existing Select Plus Plan to 100%

2. Create a 4th plan design offering crowns, bridges, dentures and root canals at 100% coverage

3. Make no change

Option 1:

Increase crown benefit on the Select Plus Plan to 100% maintain current coverage for bridges, dentures and implants at 60%

Advantage

- Maintains the same number of dental offerings

Disadvantages

- A 29% premium increase
- Majority of members would experience premium increase without utilizing the benefit
- Potentially cause members to cancel supplemental dental coverage

Option 2:

Add a 4th supplemental dental plan that includes 100% benefit for crowns, bridges, dentures and implants

Advantages

- Offers members an option with more robust coverage levels
- Maintains freedom of choice between the supplemental plan offerings
- Increased premium would be paid for by members who choose to enroll in the plan
- Maintains consistent coverage level for all plans

Disadvantages

- The new plan design would have a premium 36% higher than the current Select Plus Plan
- May lead to member and employer confusion
- IT resources (ETF and Employers) allocation would be necessary to implement
- Diverts from Board decision to streamline dental plans

Option 3:

Maintain the current level of coverage and make no change

Advantages

- Maintains freedom of choice
- Controls unexpected premium increase
- Coverage already exceeds what a majority of other states offer
- Members could purchase coverage they desire in the open market
- Does not cause any disruption to employers
- Not a benefit that has been highly requested

Disadvantage

- The level of coverage does not meet expectations of some members



RECOMMENDATION

ETF's recommendation is to approve Option 3:

Maintain the current level of coverage

- ✓ Consistent with Board's 2017 directive to streamline dental plans
- ✓ Prevents unexpected significant premium increase
- ✓ Utilization data doesn't support a change
- ✓ Current coverage matches or exceeds what other states offer
- ✓ ETF has not received additional requests to change coverage



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A family of three—a woman, a man, and a young girl—are walking together on a dirt path through a lush, green forest. The woman is on the left, wearing a red and black plaid shirt and blue jeans. The man is on the right, wearing a white t-shirt and a red and black plaid jacket over blue jeans. The young girl is in the center, wearing a white dress with a polka-dot collar and a white bow in her hair. They are all smiling and holding hands. The background is filled with tall trees and dense foliage. The entire image has a dark blue overlay.

Questions?

Thank you



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