

Dental Insurance

Why Employers Need to Offer Dental Coverage:

- In an environment in which the labor force is shrinking and becoming more diverse, employers need a well-rounded benefit package to attract and retain top talent, and stay competitive
- Routine dental care plays a significant role in helping you maintain good general health. This can be significant in an employer's efforts to control health care costs in general
- Though most people recognize the importance of preventative dental care, according to U.S. Public Health Statistics only two in five Americans visit the dentist each year. Dental insurance can be a necessary motivator for your employees to receive dental care
- In most cases, dental insurance is only available through employer sponsored programs

Why Employees Need Dental Coverage:

- Routine dental care plays a significant role in helping you maintain good general health.
- Routine dental care alone can be very costly if you have to pay entirely out of pocket.

Group Vs. Voluntary

- Group
 - Employer pays the premiums, i.e. employees may not contribute to cost
 - Generally least expensive because the risk of loss to carrier is spread across a larger population
 - A single bill is sent to the employer that covers all eligible employees
- Voluntary
 - Employee pays some portion, up to 100%, of premiums
 - Rates are generally in three or four tiers depending on the number of dependents an employee wishes to cover
 - Billing will show amounts for each individual, and will be sent to the employer

Dental Definitions

- *Plan Year Maximum*-The maximum amount the insurer will pay for any single insured person in a calendar year. This is most commonly \$1,000 to \$1,500

- *Waiting Period*-The amount of time a policy must be in force before benefits are available. This generally will not apply to preventative benefits such as cleanings
- *Maximum Allowance*-The most an insurer will pay for a specific service. This is a protection for insurance companies against paying more than they consider reasonable for services. UCR, or usual and customary, is another term that refers to a built in protection for insurers from paying more than is customary
- *ADA Code*- The number that identifies each service provided and billed by a dental provider. It is helpful to understand how dental services are billed, especially when trying to identify what your out-of-pocket costs are prior to receiving care

Funding Options

- *100% Employer Paid*-Applies to group policies.
- *100% Employee Paid*-Applies to voluntary policies. Premiums are eligible to be deducted pre-tax without creating tax consequence to employees at benefit time
- *Partial Employer Paid*-Also available for voluntary policies. Employers fund a specified amount for each employee.