

# Executive Summary

Board of Governors Meeting, September 24, 2025

## Dental Insurance Coverage

### Topic

This Consent Item requests approval to contract with Florida Combined Life Insurance Company (Florida Combined Life) for Dental Insurance Coverage. Approval is requested for a three-year term for an estimated \$3,893,138.

### History

Citizens offers employees a voluntary dental insurance benefit that Citizens and the employee contribute to the cost of the benefit. Citizens shares 85% of the cost and the employee shares 15% of the cost. Florida Combined Life is the current provider of Dental Insurance Coverage, which expires December 31, 2025.

Citizens' competitively procured benefit broker, Gallagher Benefit Services, Inc. (Gallagher) conducted a survey with eight national carriers for Dental Insurance Coverage. The survey showed increases up to 32.9% for policies starting January 1, 2026, with one carrier declining to quote.

Gallagher recommends remaining with Florida Combined Life as the new contract includes a two-year guaranteed rate with an 8% rate cap for the third year. In addition, noting that Florida Combined Life is an affiliate of Florida Blue and an Independent Licensee of Blue Cross Blue Shield (BCBS), BCBS has agreed to additional wellness contributions for Citizens Medical and Prescription Drug Administrative Services.

Estimated total cost of Dental Insurance Coverage through Florida Combined Life is approximately \$3,893,138. Citizens' estimated cost is \$3,309,167 and the employee's estimated cost is \$583,971. A five (5) percent contingency amount has been added to allow for potential fluctuation of participating employees. The actual total amount will be a function of employee enrollment in the Dental Insurance Coverage plan during enrollment periods.

### Recommendation

As set forth in the Consent Item.

## Dental Insurance Coverage

### ☐ ACTION ITEM

☐ New Contract

☐ Contract Amendment

☐ Other \_\_\_\_\_

### ☒ CONSENT ITEM

☒ New Contract

☐ Contract Amendment

☐ Existing Contract Extension

☐ Existing Contract Additional Spend

☐ Previous Board Approval

☐ Other \_\_\_\_\_

**Action Items:** Items requiring detailed explanation to the Board. When a requested action item is a day-to-day operational item or unanimously passed through committee it may be moved forward to the board on the Consent Index.

☐ **Move forward as Consent:** This Action item is a day-to-day operational item, unanimously passed through committee or qualifies to be moved forward on the Consent Index.

**Consent Items:** Items not requiring detailed explanation to the Board of Governors. Consent items are contract extensions, amendments or additional spending authorities for items previously approved by the Board.

<b>Purpose/Scope</b>	This Consent Item requests approval for a new three (3) year contract with Florida Combined Life Insurance Company (Florida Combined Life) to provide dental insurance to be offered to Citizens' employees, effective January 1, 2026.
<b>Contract ID</b>	N/A
<b>Budgeted Item</b>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Funding to be included in the Annual Operating Budget for each respective contract's term year from January 1, 2026 – December 31, 2028.
<b>Procurement Method</b>	As a fully insured product offered to Citizens' employees and their families, this coverage was selected and is recommended through Citizens' competitively selected insurance broker.
<b>Contract Amount</b>	The estimated cost for the three (3) year contract period from January 1, 2026, through December 31, 2028, is approximately \$3,893,138. The cost of the voluntary dental plan is shared between Citizens (85%) and employee paid (15%). This estimated amount will fluctuate with enrollment.
<b>Contract Terms</b>	January 1, 2026, through December 31, 2028

## Dental Insurance Coverage

<b>Board Recommendation</b> (DOES NOT go through Committee)	The Board authorizes the contract as listed above. Following contract execution, the Board authorizes staff to modify the contract in Citizens' best interest, including revising pricing, adding related services, or executing a six-month contract extension, consistent with Citizens' Purchasing Policy.
<b>Contacts</b>	Jeremy Pope, Chief Administrative Officer