



Memorandum

To: All Full-Time Employees
From: Finance Department/Benefits
Date: December 17, 2019
Re: Dental Changes

To be uniform with your medical insurance, which will alleviate confusion for our employees, the Sumner County Employee Benefits Committee approved changing the dental insurance plan from a calendar-year to the county's fiscal year—July 1 to June 30. What this means to you is, you will receive the benefit of a one-time eighteen-month deductible period—January 1, 2019, through June 30, 2020, and you will receive a one-time benefit of a six-month period for the maximum annual dollars paid by the plan, instead of the usual twelve-months. Orthodontics will remain at \$1,500 per lifetime. After the initial year, all amounts will be on a twelve-month cycle from July 1 to June 30.

To move our plan to a fiscal year, BlueCross BlueShield (BCBS) will be making manual changes on the first of January. If you have any dental claims in the first part of January, this could result in additional lag-time covering (paying) those claims.