

Dental Benefit Plans

Employee retention and recruitment has never been more important than it is in today's economy. Many employees expect a generous benefits package from their employers, and a good dental plan is one of those highly valued and highly utilized benefits. Employees have a mindset that treats dental benefits just like medical benefits in that it is now an expected offering that is critical for employee retention and recruitment.

Employers who want to save money should consider a self-funded dental plan.

There are two funding approaches for an employer's dental benefit plan: fully insured and self-funded. With a fully insured dental plan, the premiums are paid monthly in advance, and benefits are generally inflexible. With self-funding, instead of sending the fully insured premium to the insurance company where only a fraction of the premium is utilized for claim costs, the employer pays a low administrative fee each month and funds the dental plan as it is utilized; when claims are less than expected, the employer retains the savings. While the employer is assuming some risk by self-funding, with IMS' self-funded plans the employer can set their own annual limits per covered person per year to prevent expenses from going too high even in years where utilization is high. Plus, with self-funding, the employer, with the assistance of an agent and IMS, controls rising healthcare costs by customizing a dental benefit plan that addresses the healthcare needs of its employees and the financial objectives of the employer.

And just because you have a self-funded dental plan does not mean your employees cannot have a full PPO network!

IMS offers access to the many national Dental PPO Networks such as DenteMax, CIGNA, and NovaNet. Our plans can also be designed to offer generous out-of-network benefits or with no network for ultimate flexibility.

Contact jludwig@ims-tpa.com for a quote or more information.