



MEMORANDUM

DATE: Monday, October 14, 2013
TO: Administration Committee
FROM: ^{DAE} Pamela A. Captain, CA/HR
SUBJECT: Vision Insurance

The City received a renewal notice from Vision Insurance Plan of America, Inc. (VIPA). As has been the practice in the past, the renewal is for three (3) years. There are two (2) options:

OPTION 1: The renewal rates will be the same as the current rates beginning January 1, 2014 through December 31, 2016.

Single: \$4.70 month
Limited Family: \$9.40 month
Family: \$12.40 month

OPTION 2: The rates will slightly increase to reflect upgraded benefits.

Single: \$4.84 month
Limited Family: \$9.68 month
Family: \$12.77 month

If OPTION 2 is selected the annual premium increase based on the current *99 employees who take the vision insurance benefits totals \$366.36 for each year (\$329.72 for the City share as employees pay 10% of the premium). The upgraded benefits increase the eye glass frame benefit from \$100.00 to \$125.00; contact lens benefit from \$125.00 to \$150.00 and a onetime per insured benefit towards Lasik surgery of \$200.00. See the attached chart for estimated cost.

VIPA's rates have been very stable. Given the employee's familiarity with the current plan and network providers and the renewal at current or slightly increased rates for an additional 3 years, Horton recommends that the City renew with VIPA.

REQUESTED ACTION: MOTION to renew Menasha's vision insurance benefit with Vision Insurance Plan of America, Inc. accepting OPTION 1 [or OPTION 2] for plan years 2014, 2015 and 2016.

Vision Insurance Plan of America, Inc. (VIPA)

2013 monthly	2014 monthly	# of employees	Type of plan	Per ee 2013 cost	Per ee 2014 cost	Total annual 2013	Total annual 2014
4.70	4.84	14	Single	56.40	58.08	789.60	813.12
9.40	9.68	32	Limited family	112.80	116.16	3609.60	3717.12
12.40	12.77	53	Family	148.80	153.24	7886.40	8121.72
						Total 12285.60	12651.96

The difference is 366.36.