

Comprehensive

This dental health maintenance organization (DHMO) plan has the lowest premiums, no deductibles and no annual maximums. You pay a flat copay amount based on the covered service. You must select a general dentist from the DHMO network who will refer you to dental specialists as needed. There is no coverage for care from non-DHMO providers.

This plan is only offered based on the availability of network providers near your home ZIP code. If you move out of the network area, you will need to change plans. (If your home ZIP code has DHMO providers, this option will be displayed in Workday System during enrollment.)

Value

This dental preferred provider option (DPPO) plan has deductibles for most services, and you pay a percentage of the costs for covered services. You may go to any dentist; however, you will receive discounted rates at a DPPO network provider. This plan does not include orthodontia coverage.

Premier

This DPPO plan has the highest premiums but offers the most coverage. It is similar to the Value Dental Plan, but also includes coverage for orthodontia and has higher annual maximums.

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	COMPREHENSIVE DENTAL PLAN (DHMO)*	VALUE DENTAL PLAN (PPO)		PREMIER DENTAL PLAN (PPO)	
	Network Provider	Network Provider	Out-of-Network Provider	Network Provider	Out-of-Network Provider
Choice of Dentists	You must choose a general dentist from the Network Provider list to manage your dental care. If you need specialty care, your general dentist gives you a referral to another dentist in the DHMO network. Out-of-network benefits are not offered with this plan.	You may go to any dentist; however you will receive discounted rates at a Network Provider.		You may go to any dentist; however you will receive discounted rates at a Network Provider.	
Annual Deductible (waived for preventive care, routine cleaning, X-rays)	No deductibles	\$50 per person \$150 family		\$50 per person \$150 family	
Routine Exam, Cleaning and X-rays	Covered at 100%	Covered at 100%		Covered at 100%	
Basic Restorative Care Benefit	The DHMO is a copayment plan. When you get a dental service, your dentist is allowed to charge	You pay 10% after deductible	You pay 30% after deductible	You pay 10% after deductible	You pay 30% after deductible
Major Restorative Care Benefit	a certain amount; you pay a fixed portion of that cost and the plan pays the rest.	You pay 20% after deductible	You pay 50% after deductible	You pay 20% after deductible	You pay 50% after deductible
Orthodontia	Covered	Not covered		You pay 50%, \$2,500 lifetime benefit maximum	You pay 50%, \$1,500 lifetime benefit maximum
Annual Maximum Benefit	No annual maximum	\$1,500 per member	\$1,000 per member	\$2,500 per member (orthodontia is separate)	\$2,000 per member (orthodontia is separate)

 $^{^{\}ast}\text{The dental plans pay based on Reasonable and Customary (R&C) limits.}$