



A Tradition of Stewardship  
A Commitment to Service

Agenda Date: 12/20/2016

Agenda Placement: 6BB

## NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

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**TO:** Board of Supervisors  
**FROM:** Heather Ruiz - Director  
Human Resources  
**REPORT BY:** Olivia Soria, Benefits Administrator - 253-4945  
**SUBJECT:** Amendment to Delta Dental Agreement to Amend Rate Effective January 1, 2017

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### **RECOMMENDATION**

Director of Human Resources requests approval of and authorization for the Chairman to sign Amendment No. 6 to Agreement No. 6937 with Delta Dental of California, increasing the monthly premium rate for the DeltaCare Dental Health Maintenance Organization (DHMO) services from \$44.95 to \$47.20 effective January 1, 2017 through December 31, 2018.

### **EXECUTIVE SUMMARY**

Napa County contracts with Delta Dental to provide dental services for County employees. One of the dental plans the County offers to employees is the DeltaCare Dental Health Maintenance Organization (DHMO) plan. After completing the annual review of the County's dental claims experience, Delta Dental determined that the current monthly premium rate for the DeltaCare DHMO plan would need to be increased by approximately 5% from \$44.95 to \$47.20 per employee-member.

### **FISCAL IMPACT**

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	No
What is the revenue source?	Departmental budgets - group insurance. Due to the small population of employees enrolled in the Delta Dental DHMO plan, the increase in cost for the County would be less than \$2,000 per calendar year.
Is it Mandatory or Discretionary?	Discretionary

Discretionary Justification: This is a negotiated employee benefit, and the contract amendment is required to enact the rate increase.

Is the general fund affected? Yes

Future fiscal impact: Employee Dental Benefits is an ongoing expense, and will be budgeted accordingly in departmental budgets in future fiscal years.

Consequences if not approved: The County would not be able to offer a DHMO plan to its employees.

Additional Information:

### **ENVIRONMENTAL IMPACT**

ENVIRONMENTAL DETERMINATION: The proposed action is not a project as defined by 14 California Code of Regulations 15378 (State CEQA Guidelines) and therefore CEQA is not applicable.

### **BACKGROUND AND DISCUSSION**

Napa County contracts with Delta Dental to provide dental services for County employees. One of the dental plans the County offers to employees is the DeltaCare Dental Health Maintenance Organization (DHMO) plan. After completing the annual review of the County's dental claims experience, Delta Dental determined that the current monthly premium rate for the DeltaCare DHMO plan would need to be increased by approximately 5% from \$44.95 to \$47.20 per employee-member. Due to the small population of employees enrolled in the Delta Dental DHMO plan, the increase in cost for the County would be less than \$2,000 per calendar year.

The Director of Human Resources requests approval of and authorization for the Chairman of the Board of Supervisors to sign Amendment No. 6 to Agreement No. 6937 with Delta Dental of California increasing the monthly premium rate for DeltaCare DHMO services from \$44.95 to \$47.20 effective January 1, 2017 through December 31, 2018.

### **SUPPORTING DOCUMENTS**

None

CEO Recommendation: Approve

Reviewed By: Molly Rattigan