

**REPORT/RECOMMENDATION TO THE BOARD OF SUPERVISORS
OF SAN BERNARDINO COUNTY
AND RECORD OF ACTION**

May 21, 2024

FROM

MICHAEL BOWERS, Director, Human Resources Department

SUBJECT

Dental Preferred Provider Organization Premium Rates for Plan Year 2024-25

RECOMMENDATION(S)

Approve dental preferred provider organization premium rates for Delta Dental of California for active employees, Consolidated Omnibus Budget Reconciliation Act participants, and their eligible dependents for plan year 2024-25, as shown in Attachment A.
(Presenter: Michael Bowers, Director, 387-5570)

COUNTY AND CHIEF EXECUTIVE OFFICER GOALS & OBJECTIVES

Operate in a Fiscally-Responsible and Business-Like Manner.

FINANCIAL IMPACT

Approval of this item will not result in the use of additional Discretionary General Funding (Net County Cost).

BACKGROUND INFORMATION

Each year, the Human Resources Department (HR) contracts with a health and welfare consultant to conduct a comprehensive analysis of the County's self-insured Delta Dental preferred provider organization (DPPO) plan's claims experience, including a three-year financial projection.

In February 2024, HR contracted with the Segal Company (Segal) to conduct the annual DPPO analysis to recommend the best rates for plan year 2024-25. Segal provided three different three-year projections that would maintain adequate fund reserves to cover future benefit expenses for the DPPO plan. Based on Segal's analysis, HR and the Employee Benefits Advisory Committee recommend approval of a 3% decrease to the current DPPO rates for active employees, Consolidated Omnibus Budget Reconciliation Act participants, and their eligible dependents for plan year 2024-25, which would maintain adequate reserves for the next three years.

PROCUREMENT

N/A

REVIEW BY OTHERS

This item has been reviewed by County Counsel (Jose Mendoza, Deputy County Counsel, 387-5455) on April 17, 2024; Finance (Abigail Grant, Administrative Analyst, 387-4603) on May 4,

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2024; and County Finance and Administration (Paloma Hernandez-Barker, Deputy Executive Officer, 387-5423) on May 6, 2024.

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2024-25
May 21, 2024**

Record of Action of the Board of Supervisors
San Bernardino County

APPROVED (CONSENT CALENDAR)

Moved: Curt Hagman Seconded: Joe Baca, Jr.
Ayes: Col. Paul Cook (Ret.), Dawn Rowe, Curt Hagman, Joe Baca, Jr.
Absent: Jesse Armendarez

Lynna Monell, CLERK OF THE BOARD

BY 
DATED: May 21, 2024



cc: File - Human Resources Department w/attach
CCM 05/24/2024