AGENDA MEMO

AGENDA DATE: July 18, 2023

ORDER DATE: July 18, 2023

TO: Board of County Commissioners

DEPARTMENT: Human Resources

PRESENTED BY: James Trujillo, Workforce Wellness Manager

AGENDA ITEM TITLE: ORDER/ IN THE MATTER OF AUTHORIZING THE RENEWAL OF THE AGREEMENT WITH WILLAMETTE DENTAL INSURANCE, INC. FOR PLAN YEAR 23-24 AND DELEGATING AUTHORITY TO THE COUNTY ADMINISTRATOR TO EXECUTE THE AGREEMENT.

I. MOTION

Move approval of the Order authorizing the renewal of the agreement with Willamette Dental for plan year 23-24 and delegating authority to the County Administrator to execute the agreement.

II. AGENDA ITEM SUMMARY

The County offers two (2) group dental plans to employees and their eligible dependents. The agreement with Willamette Dental Insurance, Inc. renews on July 1, 2023 for a twelve (12) month period.

The Board is being asked to delegate authority for the County Administrator to execute the agreement for the 23-24 plan year.

III. BACKGROUND/IMPLICATIONS OF ACTION

A. Board Action and Other History

Order 99-6-23-6 authorized the award of the contract to Willamette Dental and delegated authority to the County Administrator to enter into the contract.

On June 9, 2020, the Board of Commissioners of Lane County approved the option to transition to a self-insured agreement effective January 1, 2021 in Board Order 20-06-09-04. The transition was postponed due to COVID-19.

On June 22, 2021, the Board of Commissioners of Lane County approved for the transition to a self-insured agreement effective July 1, 2021 in Board Order 21-06-22-07.

The current contract was effective July 1, 2022. The agreement renews automatically unless it is terminated by either party.

B. Policy Issues

The County is required to meet the obligations it has made to employees in bargaining agreements to provide “Employee and eligible dependent dental insurance...” Renewing with Willamette Dental Group provides for continuity of dental care for 998 subscribers and their dependents. Total premiums are estimated at $1.3 million for plan year 23-24.

C. Board Goals

Providing dental care to employees and their dependents directly relates to the County’s Strategic Priority of Our People and Organizational Health – implement opportunities to improve employee well-being and promote a positive workplace culture with purpose and potential.

D. Financial and/or Resource Considerations

For FY 23-24 Willamette Dental Insurance, Inc. presented no administrative rate increases and offered a rate pass. The monthly composite rate for dental care amounting to $111.00 for each covered subscriber (currently 998) for an estimated twelve (12) month cost of $1.3 million.

These expenses will be paid with revenue collected from the health insurance premiums charged to Departments and COBRA payments in the FY 23-24 plan year.

E. Health Implications

We have an opportunity to positively impact employee health via robust wellness initiatives and continued access to health insurance for employees and their eligible dependents.

F. Analysis

Lane County employees have the option of two (2) dental plans. The majority of employees choose Willamette Dental Group (WDG) due to the level of benefits provided.

G. Alternatives/Options

Delegate authority to the County Administrator to renew the agreement for 23-24. Given the timing of this agreement and the plan year beginning July 1, any changes from the recommended option could not occur until plan year 23-24.

IV. RECOMMENDATION

Staff recommends approval of the renewal and delegation as described in this memo.

V. TIMING/IMPLEMENTATION

The 23-24 plan year begins July 1, 2023. Renewal of this agreement is needed as soon as possible.

VI. FOLLOW-UP

The renewal agreement will be executed by the County Administrator and the agreement with Willamette Dental Insurance, Inc. will stay in effect for a twelve (12) month plan year July 1, 2023 – June 30, 2023.

VII. ATTACHMENTS

A. Proposed Board Order 23-07-18-____

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 23-07-18-07	*ORDER/ IN THE MATTER OF AUTHORIZING THE RENEWAL OF THE GROUP DENTAL AGREEMENT WITH WILLAMETTE DENTAL INSURANCE, INC. FOR PLAN YEAR 23-24 AND DELEGATING AUTHORITY TO THE COUNTY ADMINISTRATOR TO EXECUTE THE AGREEMENT.*

WHEREAS, the County is required to meet the obligations it has made to its employees in bargaining agreements to provide employee and eligible dependent dental insurance; and

WHEREAS, the current fully insured agreement with Willamette Dental Insurance, Inc. is up for renewal July 1, 2023; and

WHEREAS, the County transitioned to a self-insured agreement with Willamette Dental Insurance, Inc. in plan year 21-22; and

WHEREAS, the County must renew the agreement with Willamette Dental Insurance, Inc. to continue services for plan year 23-24.

NOW, THEREFORE, the Board of County Commissioners of Lane County **ORDERS** as follows:

1. That the renewal agreement with Willamette Dental Insurance, Inc. for plan year 23-24 is approved;
2. That the County Administrator is delegated authority to execute the necessary documents to renew the agreement.

ADOPTED this 18th day of July, 2023.

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Pat Farr, Chair
Lane County Board of Commissioners