

**SUBMITTAL TO THE BOARD OF SUPERVISORS  
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**



**FROM:** Human Resources Department

**SUBMITTAL DATE:**  
December 9, 2008

**SUBJECT:** Renewal of Dental contracts with United Concordia Companies, Inc. (UCCI)

**RECOMMENDED MOTION:** 1) Approve the restated Dental Health Maintenance Organization (DHMO) agreement with UCCI for a two (2) year renewal period from January 1, 2009 through December 31, 2010; 2) Approve the second amendment to the United Concordia Preferred Plan (PPO Plan) Administrative Services Only (ASO) agreement with UCCI reducing administrative fees and extending the agreement for an additional two (2) year renewal period from January 1, 2009 through December 31, 2010; and 3) Authorize the Chairperson to sign four (4) copies of the attached agreements and amendments; retain one (1) copy of each signed document and return three (3) copies of each signed document to Human Resources for distribution.

**BACKGROUND:** The DHMO is a fully insured dental plan and the PPO is a self-funded dental plan. The agreements with UCCI outline the administrative services performed by UCCI and the benefits received by the employees and retirees under these plans. UCCI is responsible for the claims payment and benefit administration for the self funded PPO plan.

Ronald W. Komers  
Asst. County Executive Officer/Human Resources Dir.

<b>FINANCIAL DATA</b>	Current F.Y. Total Cost:	\$ 7,145,740.22	In Current Year Budget:	Yes
	Current F.Y. Net County Cost:	\$ 0	Budget Adjustment:	No
	Annual Net County Cost:	\$ 0	For Fiscal Year:	2008/2009

<b>SOURCE OF FUNDS:</b> Employee and Retiree Dental Insurance Premiums	<b>Positions To Be Deleted Per A-30</b>	<input type="checkbox"/>
	<b>Requires 4/5 Vote</b>	<input type="checkbox"/>

**C.E.O. RECOMMENDATION:**  
  
APPROVE  
  
BY:   
Elizabeth J. Olson  
**County Executive Office Signature**

FORM APPROVED COUNTY COUNSEL  
BY: LUCY FURUTA 12/8/08  
DATE  
Departmental Conference

- Policy
- Policy
- Consent
- Consent

Dept' Recomm.:  
Per Exec. Ofc.:

**Prev. Agn. Ref.:** 10/25/2005; 3.24 | **District:** | **Agenda Number:**

**3.40**

**BACKGROUND (continued):**

The County successfully negotiated a premium rate freeze with UCCI for the DHMO plan during the two year renewal period. Additionally, UCCI will provide an enhanced benefit schedule in accordance with the national standards.

The Second Amendment for the self-insured PPO plan will reduce administrative fee payments to UCCI from \$3.40 per member per month (PMPM) to \$3.10 PMPM for the 2009 and 2010 plan years. If approved, Human Resources will apply the negotiated savings towards funding County benefit administration expenses.

There is no direct cost to the County associated with the recommended action. Premiums and administrative fees are paid by employees and retirees participating in these plans.