

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



ITEM: 3.13
(ID # 30122)

MEETING DATE:
Tuesday, April 28, 2026

FROM : HUMAN RESOURCES

SUBJECT: HUMAN RESOURCES: Ratify and Approve the Second Ratification and Amendment to the Dental Plan Administration Service Agreement with Lucent Health Solutions, LLC, All Districts. [\$0]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Ratify and Approve the Second Ratification and Amendment to the Dental Plan Administration Service Agreement with Lucent Health Solutions, LLC, effective January 1, 2025, through December 31, 2026;
2. Authorize the Chair of the Board to sign three (3) copies of the agreement on behalf of the County; and
3. Direct the Clerk of the Board to retain one (1) copy of the agreement and return two (2) copies of the agreement to Human Resources for distribution.

ACTION:


Tami Douglas-Schatz, Director of Human Resources 3/25/2026

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Washington, seconded by Supervisor Perez and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Medina, Spiegel, Washington, Perez, and Gutierrez
Nays: None
Absent: None
Date: April 28, 2026
xc: HR

Kimberly A. Rector
Clerk of the Board

By: 
Deputy

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

FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$ 0	\$ 0	\$ 0	\$ 0
NET COUNTY COST	\$ 0	\$ 0	\$ 0	\$ 0
SOURCE OF FUNDS: N/A			Budget Adjustment:	No
			For Fiscal Year:	24/25

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

On November 29, 2022 (Item 3.29), the Board of Supervisors approved the Dental Plan Administration Service Agreement with Lucent Health Solutions, LLC to administer the County's self-funded dental plans (Local Advantage Plus and Blythe).

An internal audit identified that the contract was past due and needed to be updated to remain current. This amendment extends the agreement for the period of January 1, 2025 through December 31, 2026. No changes have been made to the scope of services. The only updates are to the contract term and the monthly Per Employee Per Month (PEPM) administrative fees. The monthly administration fee increased from \$3.15 PEPM to \$3.30 PEPM.

Prev. Agn. Ref.: 11/29/22, Item 3.29 District: All

Impact on Residents and Businesses

While there is no immediate impact on residents and businesses, offering cost-effective benefits is a key strategy for recruiting and retaining a strong workforce to ensure quality service for our constituents.

Contract History and Price Reasonableness

Lucent Health is a technology-driven health care risk management company, maximizing the value of data to deliver the most affordable health plans for employers. Lucent Health delivers service to over 200,000 members nationwide, offering self-funded health plans that reduce costs while improving the member experience.

Human Resources may elect to competitively bid for services or goods at its discretion. However, dental insurance procurement is exempt from standard competitive bidding requirements under Ordinance 459, Section 7, Category I, Subsection e. (Insurance).

ATTACHMENTS:

Attachment A: Dental Plan Administration Second Ratification Amendment to the Service Agreement For The County Of Riverside, Effective January 1, 2025 through December 31, 2026


 Aaron Gettis, Chief Deputy County Counsel 4/3/2026



Lucent Health

Administered by
Capitol Administrators

**DENTAL PLAN ADMINISTRATION
SECOND RATIFICATION AND
AMENDMENT
TO THE SERVICE AGREEMENT
FOR
THE COUNTY OF RIVERSIDE**

Effective JANUARY 1, 2025, through DECEMBER 31, 2026

DENTAL PLAN ADMINISTRATION SECOND RATIFICATION AND AMENDMENT

This Second Ratification and Amendment to the Dental Plan Administration Service Agreement (“Second Amendment”) is entered into by and between **LUCENT HEALTH SOLUTIONS, LLC**, a Delaware limited liability company (“**Administrative Manager**”), and the **COUNTY OF RIVERSIDE**, a political subdivision of the State of California (“**Employer**”).

RECITALS

WHEREAS, the Employer is the sponsor of an employee benefit dental plan (the “**Plan**”) designed to provide dental benefits to eligible County employees and their eligible dependents; and,

WHEREAS, Administrative Manager offers a variety of administrative services as an independent contractor to the Employer, who directly or indirectly establishes, funds and otherwise makes available certain dental benefit plans to its employees and their dependents; and,

WHEREAS, the parties previously entered into a Dental Plan Administrative Service Agreement (“**Agreement**”) effective January 1, 2020, through December 31, 2022, with an automatic annual renewal provision; and,

WHEREAS, the parties previously entered into a Dental Plan Administration Ratification and Amendment (“**First Amendment**”) effective January 1, 2023, through December 31, 2024; and,

WHEREAS, notwithstanding the terms of the Agreement and the First Amendment, on January 1, 2025, the parties acknowledge and agree that the fees in Addendum A of the Agreement, as amended, were increased without a written amendment; and,

WHEREAS, as of the Effective Date provided herein, the parties agree that the increase in fees shall be deemed to have been in effect from the effective date of January 1, 2025; and,

WHEREAS, the parties now desire to ratify and amend the Agreement to update Addendum A thereto.

NOW, THEREFORE, in consideration of their mutual covenants set forth herein, and for other valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties agree to ratify and amend the Agreement as follows:

1. **Recitals.** The recitals set forth above are true and correct and incorporated herein by this reference.
2. **Ratification.** All actions taken by both Administrative Manager and Employer prior to the date hereof were in compliance with and pursuant to the terms and conditions of the Agreement and are hereby confirmed and ratified.
3. **Addendum A.** Addendum A to the Agreement shall be replaced with the Addendum A attached hereto and incorporated herein by this reference.

County of Riverside CA000272

ADDENDUM A

<u>SERVICE</u>	<u>FEES (through 12/31/2026)</u>
1. Plan Document Restatement	\$1,500
2. Plan Document Amendments (per plan)	\$500/Amendment
3. <u>MONTHLY ADMINISTRATION FEES</u>	
Lucent Health Dental Administration Fee	\$3.30 PEPM
First Dental Health Network Fee	\$1.80 PEPM
4. Custom Reporting (Pre-Approved)	\$150/hr.
5. Contingency Audit	At Negotiated Rate