

expedient and efficient for the County to align the solicitation of the two RFPs. HRD anticipates issuing these RFPs for future TPA services at the start of FY 2019-20, and returning to the Board of Supervisors for approval to award the new five-year contracts for the County self-insured Dental and Vision programs in September 2019.

Approval of the recommended action will enable HRD to continue the provision of TPA Services for the County's self-insured Dental Program, which is available to all County employees, as well as enrollment services for Consolidated Omnibus Budget Reconciliation Act (COBRA) participants, at the current rate of participation. The monthly fee for all enrolled participants approximates \$17,500 or \$210,000 per year. Average enrollment in the Program includes 4,300 employees, 60 COBRA participants and 230 retirees.

OTHER AGENCY INVOLVEMENT:

The Office of the County Counsel has reviewed and recommended the Amendment No. 3 as to form and legality, and fiscal provisions, respectively.

FINANCING:

There is no financial impact to the General Fund related to the approval of Amendment No. 3 to the Agreement. Costs for the self-insured dental program are paid by County departments for employee-only coverage, and by the employees for their dependent coverage. Retirees and COBRA participants pay 100 percent of the premiums. Sufficient appropriations are available in the FY 2017-18 Adopted Budget for Benefits Internal Service Fund 477 for costs associated with the administration of dental program.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The recommended action addresses the Board of Supervisors' Administration Strategic Initiative. The proposed action will provide for the continuation of a quality dental program for County employees in support of the County's commitment to meeting the Board's initiative in attracting, recruiting, and retaining a diverse, talented work force that supports the mission of Monterey County.

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared By: Paulette Clark, Benefits Program Manager

Approved By: Irma Ramirez-Bough, Director of Human Resources

Attachments:

- Amendment No. 3 to Agreement No. 12022 between County and Pacific Health Alliance (PHA)
- Amendment No. 2 to Agreement No. 12022
- Amendment No. 1 to Agreement No. 12022
- Agreement No. 12022 between County and PHA

