

COUNTY OF NEVADA

DEPARTMENT OF HUMAN RESOURCES

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NEVADA COUNTY BOARD OF SUPERVISORS

Board Agenda Memo

MEETING DATE: December 15, 2020

TO: Board of Supervisors

FROM: Steven Rose, Director of Human Resources

SUBJECT: Resolution approving the Application and Agreement for Vision Care Plan coverage with VSP to provide vision insurance benefits to eligible enrollees, and granting the Human Resources Director authority to execute the Application and all annual renewal documents during the term of the application period

RECOMMENDATION: Approve the attached Resolution

FUNDING: No budgetary modifications are needed with this resolution. Funding for the vision plan is contained within the department's annual budgets.

BACKGROUND:

Recently, the County changed benefits brokers after a decade with the same broker. On April 28, 2020, by Resolution No. 20-151, the Board approved Keenan and Associates as our new benefits broker.

Keenan and Associates went out to bid on a variety of our benefits in order to provide the County with benefits and services at a better price and with additional customer service options. The research conducted revealed that the County could realize significant cost savings by dissolving our benefits administration agreement with CSAC-EIA and contracting directly with Delta Dental and Vision Service Plan (VSP) for our dental and vision insurance benefits.

By contracting directly with VSP for vision insurance benefits, and eliminating CSAC-EIA as the plan administrator, the cost savings to the County is approximately \$50,000 per year.

The County has maintained a contract with VSP, through a Plan Administrator, to provide vision benefits since 1977. The plan is self-funded. The attached application is for the period, January 1, 2021 to December 31, 2025, and adjusts the administrative rate to \$4.93 per enrollee per month for 2021. The monthly rate is already budgeted in the department fiscal year budget and quoted to employees with a zero rate increase.

One benefit level change is incorporated into this agreement; raising the retail allowance of eyeglass frames from \$150 to \$300. Additionally, there are two enhancements added; Anti-Reflective Coating and High Index lenses, with a \$20 copay.

Your consideration of the attached Application and Resolution is appreciated.

Item Initiated and Approved by: Steven Rose, Director of Human Resources

Submitted Date: November 20, 2020