


# Legal Memorandum

**To:** Employee Benefit Trust Fund Committee

**From:** Stephen F. Matty – City Attorney 

**Date:** October 14, 2022

**Re:** Legistar No. 22-1227 - Discussion of introducing and offering a self-funded dental plan to City employees effective 1/1/2023.

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Since it is highly unlikely that I will be able to attend the meeting on October 17, 2022, I am submitting this memorandum in support of the Committee creating and implementing a dental program for eligible employees. More specifically, I recommend the Committee approve the creation and implementation of a Delta Dental self-funded dental plan for the following reasons:

- It is commonly recognized within the industry that promoting better dental health will increase better medical health. As such, it is in the best interest of the City and the Committee to provide dental benefits to eligible employees since it will help mitigate future medical claims.
- A dental benefit will assist in employee recruitment and retention efforts.
- The proposed Delta plan appears to be the best option available. It has a deeper list of providers within its network. Based on the information provided to the Committee, it is also more cost effective over the long term.
- A number of employees have approached me to express their preference in the City creating and implementing the proposed Delta plan.

For the reasons stated above, I recommend that Committee adopt a motion to create and implement the proposed Delta Dental self-funded dental plan for eligible employees.

SFM:blb