



County of Santa Barbara

BOARD OF SUPERVISORS

Minute Order

September 23, 2025

Present: 5 - Supervisor Lee, Supervisor Capps, Supervisor Hartmann, Supervisor Nelson, and Supervisor Lavagnino

HUMAN RESOURCES DEPARTMENT

File Reference No. 25-00811

RE: Consider recommendations regarding the Employee Benefit Insurance Program Renewals for Calendar Year 2026, as follows: (4/5 Vote Required)

a) Approve the following employee benefit insurance program renewals, each for 12-month period beginning January 1, 2026:

i) Public Risk Innovation, Solutions, and Management (PRISM) Health Blue Shield Health Plans
Renew the PRISM Blue Shield Tandem Narrow Network, Blue Shield Exclusive Provider Organization (EPO) High, Blue Shield EPO Low, Preferred Provider Organization (PPO), and High-Deductible Health Plan (HDHP) at the existing benefit levels with a 13.92% premium increase for all active employees and retirees;

ii) Kaiser Permanente Health Maintenance Organization (HMO) Health Plans
Renew the Kaiser Permanente High and Low HMO plans for active employees and early retirees at the existing benefit levels with a 13.92% increase in premiums, and renewal of the Kaiser Senior Advantage Plans for all Medicare-eligible retirees at the existing benefit levels, with a 9.8 % increase in premiums;

iii) Retiree United Healthcare Medicare Risk HMO Health Plans
Renew the United Healthcare Medicare Advantage Plans for retirees, with a change from the current Medicare HMO Advantage Plan to a Medicare PPO Advantage Plan with a 33.78% increase for the Low Plan and a 27.02% increase for the High Plan;

iv) County Self-Funded Delta Dental PPO Plan
Renew the County's self-funded Delta Dental PPO Plan at existing benefit levels, except removing the congenitally missing tooth exclusion, and with a 2.8% increase in premiums for active employees and retirees;

v) DeltaCare USA - Dental HMO (DHMO) Plan
Renew the DeltaCare USA DHMO plan at existing benefit levels for active employees and retirees with no rate increase due to an existing rate guarantee;

vi) Vision Service Provider (VSP) - Choice Vision Plan
Renew the VSP Choice Plan for active employees and retirees with no change in premiums due to



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an existing rate guarantee; and

vii) Empathia Life Matters - Employee Assistance Program (EAP)

Renew the LifeMatters EAP at existing benefit levels with no change in rates for all active employees and retirees;

b) Delegate authority to the Human Resources Director, or designee, to execute all necessary agreements and documents, e.g. renewal letters, amendments, or plan change acknowledgements, required to manage the plans listed in Recommendations a.(i) through a.(vii) in a form approved by County Counsel, Auditor, and Risk Management;

c) Delegate authority to the Human Resources Director, or designee, to accept revenue from PRISM in the amount of \$11,910.00 to support Countywide employee wellness initiatives, such as physical activity challenges and programs promoting mental health and overall wellbeing;

d) Approve Budget Revision Request No. 0010802 to establish one-time appropriations of \$11,910.00 in the Human Resources Department's Wellness Fund to accept revenue from PRISM; and

e) Determine that these activities are not a "Project" under the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Section 15378(b)(4) because the actions are the creation of a government funding mechanism or other government fiscal activity, which do not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment.

A motion was made by Supervisor Nelson, seconded by Supervisor Lee, that this matter be acted on as follows:

a) i) through vii) Approved;

b) and c) Delegated; and

d) and e) Approved.

The motion carried by the following vote:

Ayes: 5 - Supervisor Lee, Supervisor Capps, Supervisor Hartmann, Supervisor Nelson, and Supervisor Lavagnino