City of Asheville Staff Report

City Council Meeting Date: June 9, 2026

Staff Resources: Emily Provance, HR Director

Action Requested: Adoption of a resolution authorizing the City Manager to enter into a contract with Delta Dental NC for Employee Dental Insurance.

Background:

- Offering competitive insurance benefits is essential for recruiting and retaining employees
- Providing healthcare coverage promotes a healthier workforce

Vendor Outreach:

- Staff performed outreach through the Request for Proposals process which included posting on the City's website and performing outreach in accordance with applicable purchasing and Asheville Business Inclusion policies.

Council Vision 2036 Focus Area(s):

- Thriving Local Economy

Council Priority Recovery Area(s):

- People

Committee(s): n/a

Fiscal Impact:

- Funding for Year 1 ($59,000) is available in the Health Services FY 2026-27 proposed budget.

Suggested Motion:

- Motion to authorize the City Manager to (1) enter into a contract on behalf of the City of Asheville with Delta Dental NC to provide dental insurance coverage to eligible employees and their dependents; (2) execute said contracts for administrative services in an amount not to exceed $59,000 annually for years one through three, $62,000 for year four, and $63,000 for year five, and (3) execute any necessary change orders to said contracts.

Attachment:

- Resolution

City of Asheville Resolution Number 26-___

Resolution authorizing the City Manager to enter into a contract with Delta Dental NC for employee dental insurance coverage and administrative services

Whereas, the City of Asheville has authority pursuant to Article 3 of Chapter 160A of the North Carolina General Statutes to enter into contracts for services with other entities; and

Whereas, the City is committed to providing employees and their dependents access to dental insurance coverage; and

Whereas, City staff recommends contracting with Delta Dental NC to provide administrative services in the delivery of the City's employee dental insurance coverage; and

Whereas, City staff recommends contracting with this vendor for administrative services in the continuation of dental insurance coverage; and

Whereas, City staff recommends the execution of contracts with an initial term of three (3) years with up to two (2) optional one-year extensions to said contract upon mutual approval of the parties; and

Whereas, the contract effective date shall be July 1, 2026; and

Whereas, the monies for the contracts have been budgeted in the Health Care Fund budget at the same rate as the current contracted amount;

Now, Therefore, be it resolved by the City Council of the City of Asheville that:

The City Manager is hereby authorized to (1) enter into a contract on behalf of the City of Asheville with Delta Dental NC to provide dental insurance coverage to eligible employees and their dependents; (2) execute said contracts for administrative services in an amount not to exceed $59,000 annually for years one through three, $62,000 for year four, and $63,000 for year five, and (3) execute any necessary change orders to said contracts.

Read, approved and adopted this 9th day of June.

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Esther E. Manheimer, Mayor

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Brad Branham, City Attorney

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Magdalen Burleson, City Clerk