



**MINUTES OF THE BENEFITS COMMITTEE MEETING HELD AT
THE PARKLAND SCHOOL DIVISION CENTRE FOR EDUCATION IN
STONY PLAIN, ALBERTA ON 25 MAY 2010**

ATTENDANCE:

Dorcas Kilduff – Trustee
Karen Harasymchuk – NUG
Rick Fowlie - IUOE
Christine Sauer – CAAMSE
Judy Taylor - CAAMSE
Gerry Maciejko, Benefex
Claire Jonsson, Associate Superintendent
Carla Tonhauser, Payroll
Jo-Ann Fowlie, Recording Secretary

1. CALL TO ORDER

The meeting was called to order at 2:04 pm by the Chair Dorcas Kilduff.

2. ADDITIONS TO THE AGENDA

There were no additions to the agenda:

3. BUSINESS ARISING FROM THE MINUTES

3.1 Group RRSP Plans

Each membership shared that they had a few members interested in the Sun Life Group RRSP Plan. The benefit of a Group RRSP is for employees to receive an immediate tax relief when employee contributions are made through a payroll deduction. Rather than engaging in another Group RRSP plan, a communication will be sent to all Parkland School Division staff advising them of our existing Group RRSP plans.

4. NEW BUSINESS

4.1 Benefits Committee Overview

Dorcas Kilduff discussed the basic purpose of the committee. Claire Jonsson gave an overview on the history of the committee. Dorcas Kilduff suggested that the non-voting members in the committee be reduced to the Associate Superintendent with support staff invited upon request, and further, the number of scheduled committee meetings set at three per year (November, March and May) with additional meetings called if necessary. As

this is a change in Policy, it will be brought forward to the Board of Trustees for approval. Dorcas also suggested that Experience Report questions and concerns should be addressed through Gerry Maciejko, Benefex Consulting Inc., when he arrives at the meeting to give his report.

4.2 Premium Rates and Reserve Balances

Dorcas Kilduff discussed the recent premium holiday that was given to support staff from the Support Benefit Committee Reserve. Premium holiday benefits are only beneficial to the people who are currently employed. A fair distribution to support staff who pay benefits would be to use the reserves to offset a reduction in the annual premiums. After general discussion, the committee is in favour of using the pooled claim surplus funds to lower premium rates through Sun Life. Claire will ask Gerry Maciejko, Benefex Consulting Inc., to incorporate the anticipated surplus, resulting from pooled claims, into the 2011 rate projections.

4.3 Question and Answer Session

Judy Taylor inquired about employees that have paid into Long Term Liability and have lost their benefit because of a business dissolving. Claire explained that the insurance provider is the one responsible for the LTD benefit.

Karen Harasymchuk is interested in getting more information on flexible or cafeteria benefit plans and basically what is currently in the market. Claire commented that on the size of our organization, these types of plans may not be beneficial or feasible. It was agreed upon by the committee that they would like a presentation/report from Gerry Maciejko on benefit plan options.

5. ACTION ITEMS

5.1 Reserve Update

Claire Jonsson explained the Benefit Plan Credits with the committee. This credit, \$14,118.87, has accumulated over the past year and consists of a refund of insurance premiums paid (pooled claims) and experience credits (premiums paid which exceeded the actual claims).

MOVED by Christine Sauer that the Benefits Committee recommend to the Board of Trustees to move \$12,001.04 into a Prepaid Insurance Premium Account and \$2,117.83 into the Support Benefits Committee Reserve.

CARRIED UNANIMOUSLY

6. REPORTS

Gerry Maciejko arrived at 3:16 pm

6.1 Health and Dental Experience Report by Quarter

Gerry Maciejko referred the committee to the ASO Health and Dental Experience Report for the period ending 30 April 2010. Based on the YTD statistics, there is a noticeable decline in dental claims resulting in the utilization, in actual dollars, being down by 10.5% thus far for 2010. There has been a slight rise in health benefit utilization of 1.8% which is well below the 8% increase expected. This, in combination with the decline in dental claims, means the plan should come in better than breakeven for 2010. The Health Spending Account utilization has increased in comparison to last year with Miscellaneous Medical Services and Supplies using 34% of all expenses claimed. Gerry explained some of the pros and cons with a couple of the flex benefit plans that are available and will bring a more comprehensive report to the next meeting.

7. ITEMS FOR FUTURE AGENDAS

- Health Spending Account Utilization Statistics
- Benefit Plan Options

8. ADJOURNMENT

The meeting was adjourned at 4:00 pm.

NEXT MEETING

The next Benefits Committee meetings will be held November 16, 2010