



Excellence in Education

MEMORANDUM

Date: 07 December 2010

To: Board of Trustees

From: Tim Monds – Superintendent

Resource Persons: Trustee Heinrichs, Benefits Committee

Originator: Claire Jonsson, Associate Superintendent

Subject: **Benefits Committee Minutes of 16 November 2010**

Recommendation

That the Board of Trustees receives as information the Minutes of the 16 November 2010 Benefits Committee Meeting as presented at the regular meeting of 07 December 2010.



CJ:jlf



**MINUTES OF THE BENEFITS COMMITTEE MEETING HELD AT
THE PARKLAND SCHOOL DIVISION CENTRE FOR EDUCATION IN
STONY PLAIN, ALBERTA ON 16 NOVEMBER 2010**

ATTENDANCE:

Ron Heinrichs – Trustee
Karen Harasymchuk – NUG
Virginia Parrill – IUOE
Christine Sauer – CAAMSE
Linda Davidson - CAAMSE
Gerry Maciejko, Benefex
Claire Jonsson, Associate Superintendent
Jo-Ann Fowlie, Recording Secretary

1. CALL TO ORDER

The meeting was called to order at 2:05 pm by Claire Jonsson.

1.2 APPROVAL OF THE AGENDA

MOVED by Virginia Parrill that the Agenda be approved as presented.

CARRIED

2. APPROVAL OF THE MINUTES

MOVED by Karen Harasymchuk that the minutes of the Benefits Committee meeting held on 25 May 2010 be approved as presented.

CARRIED

3. ELECTIONS

3.1 Chairperson of Benefits Committee (Policy 8)

MOVED by Christine Sauer that Karen Harasymchuk be elected the Chairperson of the Benefits Committee for the 2010-2011 school year.

CARRIED

4. BUSINESS ARISING FROM THE MINUTES

4.1 Flexible Benefit Option

Claire Jonsson referred the committee to the letter from Gerry Maciejko, Benefex Consulting Inc. dated 26 October 2010 regarding the feasibility of Flexible Benefits. The committee felt the current benefits were adequate. Gerry gave a brief explanation when he arrived at the meeting.

5. REPORTS/UPDATES

5.1 Sun Life Renewal

Gerry Maciejko reviewed the documents with the committee and provided an analysis of how the program is rated and the information that is required when determining the renewal rate. He was pleased to announce an overall decrease of 9.6% in SunLife premiums which are based on the following:

| | <u>2011</u> | <u>2010</u> | <u>Change</u> |
|---|-------------|-------------|---------------|
| INCREASE | | | |
| *Basic Life | \$ 0.255 | \$ 0.23 | \$ 0.025 |
| *LTD | \$ 4.04 | \$ 3.905 | \$ 0.135 |
| REDUCTION (Administrative Services Only) | | | |
| *Extended Health-single | \$ 81.08 | \$ 93.96 | \$ (12.88) |
| *Extended Health-family | \$ 196.18 | \$ 227.33 | \$ (31.55) |
| *Dental-single | \$ 46.69 | \$ 53.79 | \$ (7.10) |
| *Dental-family | \$ 126.43 | \$ 145.66 | \$ (19.23) |

TOTAL PREMIUM DECREASE – 9.6%

| | <u>2011</u> | <u>2010</u> |
|-------------------------------|-------------|-------------|
| Administrative Services Only: | | |
| *General Admin Charge | 2.78% | 2.96% |
| *Profit | .30% | .25% |
| *Health Claims Pooling Charge | 5.0% | 4.554% |
| *HSA Expense | 7.08% | 6.70% |

Claire Jonsson thanked Gerry for his work in keeping the rates down.

6. ITEMS FOR FUTURE AGENDAS

- Experience Report
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7. ADJOURNMENT

The meeting was adjourned at 3:15 pm.

NEXT MEETING

The next Benefits Committee meetings will be held March 15, 2011 and May 17, 2011.