



Excellence in Education

## MEMORANDUM

**Date:** 13 December 2011  
**To:** Board of Trustees  
**From:** Trustee Heinrichs, Benefits Committee  
**Subject:** **Benefits Committee Meeting Minutes of 28 November 2011**

---

### **Recommendation**

That the Board of Trustees receives as information the Minutes of the 28 November 2011 Benefits Committee Meeting as presented at the Regular Board Meeting of 13 December 2011.

CJ:jlf



**MINUTES OF THE BENEFITS COMMITTEE MEETING HELD AT  
THE PARKLAND SCHOOL DIVISION CENTRE FOR EDUCATION IN  
STONY PLAIN, ALBERTA ON 28 NOVEMBER 2011**

---

---

**ATTENDANCE:**

Ron Heinrichs – Trustee  
Karen Harasymchuk – NUG  
Regan Cwynar - IUOE  
Jay McGeough – IUOE  
Theresa Trommelen – CAAMSE  
Darlene Crawley - CAAMSE  
Gerry Maciejko, Benefex  
Maureen Berkosha, Benefex  
Claire Jonsson, Associate Superintendent  
Jo-Ann Fowlie, Recording Secretary

---

---

**1. CALL TO ORDER**

The meeting was called to order at 1:00 pm by Karen Harasymchuk.

**1.2 APPROVAL OF THE AGENDA**

MOVED by Darlene Crawley that the Agenda be approved as presented.

**CARRIED**

**2. APPROVAL OF THE MINUTES**

MOVED by Regan Cwynar that the minutes of the Benefits Committee meeting held on 17 May 2011 be approved as presented.

**CARRIED**

**3. BUSINESS ARISING FROM THE MINUTES**

There was no business arising from the minutes.

**4. ELECTIONS**

**4.1 Chairperson of Benefits Committee (Policy 8)**

MOVED by Karen Harasymchuk that Regan Cwynar, IUOE, be elected the Chairperson of the Benefits Committee for the 2011-2012 school year.

**CARRIED**

## 5. REPORTS/UPDATES

### 5.1 Sun Life Renewal

Gerry Maciejko reviewed the plan and 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 recommended an overall increase of 6.5% in SunLife premiums which are based on the following:

	<u>2012</u>	<u>2011</u>	<u>Change</u>
<b>INCREASE</b>			
*Basic Life	\$ 0.284	\$ 0.255	\$ 0.029
*LTD	\$ 4.33	\$ 4.04	\$ 0.290
<b>To Administrative Services Only</b>			
*Extended Health-single	\$ 87.07	\$ 81.08	\$ 5.99
*Extended Health-family	\$ 210.69	\$ 196.18	\$ 14.51
*Dental-single	\$ 48.46	\$ 46.69	\$ 1.77
*Dental-family	\$ 131.23	\$ 126.43	\$ 4.80

**TOTAL PREMIUM INCREASE – 6.5%**

	<u>2012</u>	<u>2011</u>
<b>Administrative Services:</b>		
*General Admin Charge	2.78%	2.78%
*Profit	.30%	.30%
*Health Claims Pooling Charge	5.05%	5.0%
*HSA Expense	7.08%	7.08%
*Health & Dental Claims Handling	4.00%	4.00%
*Consulting Fees ( <i>voluntarily reduced by Benefex</i> )	3.00%	3.50%

Claire Jonsson thanked Gerry for his presentation.

### 5.2 Question and Answer Session

Darlene Crawley was inquiring about the minimum hours of work required to qualify for benefits and it was noted by Gerry Maciejko that 20 hours per week is the minimum standard by all insurance companies in the industry.

## 6. ITEMS FOR FUTURE AGENDAS

- Experience Report
- 

## 7. ADJOURNMENT

The meeting was adjourned at 2:25 pm.

### ***NEXT MEETING***

*The next Benefits Committee meetings will be held March 20, 2012 and May 15, 2012.*