



# Trustees' Report

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Information for school trustees, participating employers, and employee representatives  
published following each regularly scheduled meeting (Sept. – June)

Volume 25-17 No. 10 December 2017

## Highlights of the December 15, 2017, Trustees' Meeting

### 1. CEO's Report

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- ◆ The customary overview of claims statistics was presented

### 2. Experience Adjustment System – First Reading

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- ◆ The ASEBP Trustees gave **initial approval** (first reading) to a number of changes affecting the Experience Adjustment System, effective September 1, 2018:
  - Adjusting premiums to base rates will mean prior surcharges and discounts are brought to “neutral” when the current year’s standings are determined
  - Adjusting premiums to account for the use of Capital Adequacy Reserve funds to offset premium rates will result in improved experience for participating employers
  - The range of surcharges and discounts for Life/Extended Disability Benefits and Extended Health Care/Dental Care/Vision Care will be standardized, from five per cent through 25 per cent
  - Annual changes in surcharge or discount position will be limited to a maximum change of 10 per cent
  - The weighting of Life/Extended Disability Benefits experience over the five-year period will be adjusted; most recent experience will be less heavily weighted than it is currently
  - A pooling threshold will be introduced to limit volatility from large Extended Health Care claims
  - Prior carrier experience will not be used when a new employee group or new employer joins ASEBP
  - When a new employee group joins ASEBP, the incoming group will inherit the Experience Adjustment System standing in place for their school jurisdiction; experience for the new employee group will be used in Experience Adjustment calculations in future years
  - When a new employer joins ASEBP, the Experience Adjustment System will apply when two years of ASEBP experience has accumulated for the Extended Health Care/Dental Care/Vision Care grouping and three years of

ASEBP experience has accumulated for the Life/Extended Disability Benefits grouping

- ◆ **Please note** that final approval (second reading) is required and changes could occur between readings.

### **3. ASEBP Dental Benefit List Fees**

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- ◆ The ASEBP Trustees have completed their annual review of dental fees. As previously reported, and recently re-confirmed by the provincial government, fees in Alberta are the highest in Canada.
- ◆ ASEBP paid \$66 million for dental claims from September 2016 through August 2017 (\$64 million in the prior year).
- ◆ The ASEBP Trustees have decided to keep the ASEBP Dental Benefit List fees at current values through 2018.
- ◆ The recently released Alberta Dental Association and College (ADAC) Dental Fee Guide is fairly similar to the 2018 ASEBP Dental Benefit List. The ADAC Dental Fee Guide is voluntary and dentists in Alberta continue to be able to set their own fees. Over the next year, ASEBP will monitor changes in billing practices to determine whether or not dentists adjust their fees towards the ADAC Dental Fee Guide.
- ◆ ASEBP's examination of dental plan design and fees will continue with the ASEBP Oral Health Panel. This panel will bring together a number of individuals with expertise in dental services to examine health outcomes and focus on prevention and those services which have high therapeutic value.
- ◆ Early in 2018, ASEBP will be launching an online dental guide for covered members, which will be accessible through My ASEBP. The guide will feature information and procedure code descriptions for popular dental services, a searchable procedure code database, and will intelligently show coverage amounts and maximum reimbursement fees based on the covered member's plan.

### **4. Farewell to ASEBP Trustees**

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- ◆ Christopher Cook and Gerry Martins will be completing their term as ASEBP Trustee on December 31, 2017. The ASEBP Trustees acknowledge their contributions and wish them all the best.



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The ASEBP Trustees' Report is distributed to participating employers, school trustees, ATA and CUPE locals and other employee representatives. It provides an overview of issues discussed by ASEBP's Trustees. Information from this report may be provided to covered members, but please note that changes may occur between first and second readings. ASEBP will continue to confirm policy changes in Administration Bulletins. If you would like to be included on the distribution list, please contact ASEBP.



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