

# ASEBP Trustees' Report

Volume 26-18 No. 03 March 2018

## Highlights of the March 16-17, 2018, Trustees' Meeting

### 1. CEO's Report

- The customary overview of statistics was presented

### 2. Premium Rates 2018/19 – Second Reading

- The ASEBP Trustees gave final approval (second reading) to September 1, 2018, premium rates. Instead of a 0.8 per cent increase (which, based on claims experience, would be break-even), the Trustees have decided on a **1.5 per cent decrease** for 2018/19. This decrease comes after two years of moderate increases and four previous years of maintaining or decreasing rates
- The changes by plan:
  - Life Insurance: 0.7 per cent increase
  - Accidental Death and Dismemberment Insurance: no change
  - Extended Disability Benefits: 10.8 per cent decrease
  - Extended Health Care: 3.0 per cent increase
  - Dental Care: no change
  - Vision Care: 7.3 per cent increase
  - Employee and Family Assistance Program: no change
- The ASEBP Trustees are drawing down part of the capital adequacy reserve to offset premium rate increases for the coming year. The capital adequacy policy includes guidelines for Trustee action when the capital adequacy reserve is fully funded and additional monies are available. These actions include the potential for premium rate reductions as well as benefit improvements. Capital adequacy funds were drawn down for benefit improvements that were effective January 1, 2015, such as Dental Care and the Employee Family and Assistance Program. The capital adequacy reserve was also used to offset premium rates the last four years
- Future premium rates will be dependent on claims experience, investment returns, plan design changes, etc.
- A breakdown of the monthly, except as noted, premium rates is provided below

<b>Life</b>		
Plan 2	per \$1,000 of coverage	\$0.113
<b>Accidental Death and Dismemberment</b>		
Plan 2	per \$1,000 of coverage	\$0.011

#### ASEBP TRUSTEES

Karen Holloway, Chair

Fred Kreiner, Vice-Chair

Holly Bilton

Chad Bowie

Drew Chipman

Doug Lerke

Kathy Maclsaac

Shirene Napier

Kim Pasula

Heather Tkachuk

#### CHIEF EXECUTIVE OFFICER

Kelli Littlechilds



<b>Extended Disability Benefits</b>		
Plan D	% of monthly earnings	1.71%
Plan E	% of monthly earnings	1.71%

<b>Extended Health Care</b>		
Plan 1	Single	\$86.50
	Family	\$207.75
Plan 2	Single	\$63.00
	Family	\$151.00
Plan 5	Single	\$78.00
	Family	\$186.25

<b>Dental Care</b>		
Plan 1	Single	\$42.25
	Family	\$105.50
Plan 2	Single	\$55.00
	Family	\$133.75
Plan 3	Single	\$55.00
	Family	\$149.50

<b>Vision Care</b>		
Plan 1	Single	\$2.75
	Family	\$6.25
Plan 2	Single	\$5.00
	Family	\$11.75
Plan 3	Single	\$9.75
	Family	\$24.25

<b>Early Retirement Benefits Package 2*</b>		
	Single	\$125.00
	Family	\$200.00

\*closed to new participants as of September 1, 2011



<b>Substitute Teachers and Casual Staff / Part-time Employees</b>		
<i>Without Dental</i>		
Package 1	Single	\$71.75
Package 2	Family	\$163.00
Package 3	Single	\$76.50
Package 4	Family	\$167.00
<i>With Dental</i>		
Package 1	Single	\$141.75
Package 2	Family	\$328.25
Package 3	Single	\$146.50
Package 4	Family	\$332.25

<b>Blanket Life Insurance for School Trustees</b>	
Annual	\$60.00

<b>Employee and Family Assistance Program</b>	
Provided by ASEBP at no cost	

- Notification to school jurisdictions about their final 2018/19 premium rates, including any discounts and surcharges, will be sent to employer and employee representatives in late March or early April. Preliminary information is available by contacting your ASEBP school jurisdiction liaison
- Level 1 and 2 Health Benefits Claims Experience Reports will be distributed in April or May

### **3. Health Spending Account Administration Fees – Second Reading**

- The ASEBP Trustees gave final approval (second reading) to September 1, 2018, Health Spending Account (HSA) administration fees. The fees for 2018/19 will remain the same:
  - HSA Package 1: \$2.00/employee/month
  - HSA Package 2: \$10.00/employee/year

### **4. Investments**

- The ASEBP Trustees reviewed the detailed 2017 investment portfolio results. The overall return was 10.9 per cent which is above our benchmark. Returns for 2016 were 7.0 per cent which was below our benchmark
- The ASEBP Trustees also met with two of their investment managers regarding several specific mandates



The ASEBP Trustees' Report provides an overview of topics discussed at all ASEBP Trustees' Meetings. These meetings provide the opportunity for ASEBP Trustees to come together to discuss matters of importance at ASEBP—from the financial health of the benefit plan to the introduction of new benefits and programs. While all information in each report is an accurate account of decisions made at the meetings, there can be changes that occur between first and second readings of certain topics which may result in differences between their reporting.

To learn more about the ASEBP Trustees, please visit the Governance page, found in the About section of our website, [www.asebp.ca](http://www.asebp.ca).



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