

# ASEBP Trustees' Report

Volume 27-19 No. 02 February 2019

## Highlights of the February 15, 2019, Trustees' Meeting

### 1. Premium Rates 2019/20 – First Reading

- The ASEBP Trustees gave **initial approval** (first reading) to September 1, 2019, premium rates. Instead of a 7.2 per cent increase (which, based on claims experience, would be break-even), the ASEBP Trustees are pleased to report that there will be **no change for 2019/20** premium rates. Premium rates have been relatively stable for the past several years
- 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 ASEBP 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 Reserve funds were drawn down for benefit improvements that took effect on January 1, 2019, such as the increase to massage therapy, physiotherapy and acupuncture per visit maximums as well as historical changes, including funding the Employee and Family Assistance Program since its 2015 inception. The Capital Adequacy Reserve has also been used to offset premium rates for the last five years
- Future premium rates will be dependent on claims experience, investment returns, plan design changes, etc.
- A breakdown of the monthly premium rates, except as noted, is provided below

Life		
Plan 2	per \$1,000 of coverage	\$0.113

Accidental Death and Dismemberment		
Plan 2	per \$1,000 of coverage	\$0.011

Extended Disability Benefits		
Plan D	% of monthly earnings	1.71%
Plan E	% of monthly earnings	1.71%

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

#### ASEBP TRUSTEES

**Karen Holloway**, Chair  
**Fred Kreiner**, Vice-Chair  
**Holly Bilton**  
**Chad Bowie**  
**Drew Chipman**  
**Doug Lerke**  
**Kathy MacIsaac**  
**Shirene Napier**  
**Kim Pasula**  
**Daryl Scott**

#### CHIEF EXECUTIVE OFFICER

**Kelli Littlechilds**



<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 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>Supplemental Package</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	

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

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- Notification to school jurisdictions about their final 2019/20 premium rates, including any discounts and surcharges, will be sent to employer and employee representatives following final approval 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 also be distributed in April or May


## 2. Health Spending Account Administration Offerings and Fees – First Reading

- The ASEBP Trustees reviewed enrolment in the two packages offered for Health Spending Account (HSA) administrative services. Due to low enrolment in HSA Package 2 (annual) and the costs associated with maintaining this second administrative structure, a significant increase to the fee would be required to maintain its viability. Instead, the ASEBP Trustees gave **initial approval** (first reading) to winding down HSA Package 2 at the end of August 2019
- The ASEBP Trustees gave **initial approval** (first reading) to changing Health Spending Account (HSA) Package 1 administration fees to \$2.55 per employee per month, effective September 1, 2019
- Final approval (second reading) is required and changes may occur between readings

## 3. Enterprise Risk Management

- ASEBP recognizes that effective risk management strategies contribute to ASEBP's ongoing success and its oversight is a core responsibility of the ASEBP Trustees
- The ASEBP Trustees participated in a risk assessment workshop focused on strategy, legal, regulatory and governance risks

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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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