

Highlights of the January 21, 2022, Trustees' Meeting

1. STRATEGY UPDATE

- The ASEBP Trustees revisited the Journey to 2025, which includes the following key points:
 - Maintaining the commitment to ASEBP's talented and dedicated employees.
 - Investing in technology to drive innovation.
 - Raising ASEBP's profile in the education sector, and Alberta as a whole.
 - Leveraging data while continuing to protect privacy.
 - Looking for growth opportunities within Alberta's education sector.
 - Enhancing plan flexibility to meet the evolving needs of covered members.
- The way ASEBP will reach this 2025 vision is through a series of operational priorities. Administration provided a progress update to the ASEBP Trustees about each of the priorities, which are expected to be completed by year's end.
 - **Self-serve reporting for employer groups:** ASEBP will look to provide real-time resolution of employers' information needs. Update: Work has progressed on developing a framework and governance process, determining the technology architecture, and creating a reporting roadmap. Initial improvements were made to the Extended Disability Benefits case load listing report and implemented in December 2021; these reports will become self-serve when the technology framework is established.
 - **Stakeholder relations strategy:** ASEBP will develop a framework to ensure it has strategic and intentional engagements with stakeholders. Update: Three areas of focus include a client satisfaction program, client relations, and government relations. An ongoing client satisfaction assessment program is expected to be launched in early 2022. Results received from this program will provide timely assessments of ASEBP processes and practices that will, in turn, allow ASEBP to respond more quickly to meet the needs of its stakeholders.
 - **Growth strategy:** ASEBP will endeavour to be better positioned for growth now and in the future. Update: A market analysis of best practices within the health benefits sector will commence shortly and findings will inform future operations. A second area of focus is the development of a framework to assess growth opportunities, including the associated benefits and risks.

ASEBP TRUSTEES

Drew Chipman, Chair
James Gerun, Vice-Chair
Evelyn Chan
Doug Lerke
Judy Muir
Shirene Napier
Kim Pasula
Daryl Scott
Natashya Shewchuk
Brad Toone

CHIEF EXECUTIVE OFFICER

Kelli Littlechilds

- **Flexible plan design options:** ASEBP will create a framework for identifying flexibility in the current plan designs, with an eye on improving the overall health and well-being of covered members. Update: The initial focus includes assessing ways to make paramedical practitioner usage more flexible for covered members and the viability of introducing optional benefits.

2. PLAN DESIGN – PRELIMINARY DISCUSSION

- The ASEBP Trustees discussed potential plan design changes for 2023. Plan design and premium rate decisions will be made in tandem, with initial approval expected in February 2022 and final approval in March 2022. Decisions will be shared in future editions of the ASEBP Trustees' Report.

3. PLAN REPORTING

- The ASEBP Trustees reviewed annual plan reporting, including demographics and claim utilization. Highlights included:
 - Three new associations joined ASEBP, while one departed.
 - Member enrolment increased in 2021 when compared to 2020, but has not returned to 2019 pre-pandemic levels. However, there was a significant increase in spending account enrolment, largely due to the inclusion of Wellness Spending Accounts in bargaining agreements.
 - Overall, claim utilization increased. For general health benefits, increased costs were primarily due to inflation. For Extended Disability Benefits, the number of claims increased while claim duration somewhat lengthened. Usage of the Employee and Family Assistance Program remained similar to past years.

4. GOVERNANCE EFFECTIVENESS

- The ASEBP Trustees participated in a short strategy workshop. These workshops are regularly scheduled, each focusing on a particular topic and technique. The intent is to better prepare the ASEBP Trustees for setting strategy in the future.
- The annual Governing Body evaluation will launch shortly along with the annual Chief Executive Officer evaluation.

5. WELCOME

- The ASEBP Trustees welcomed Brad Toone, who was appointed by the Alberta School Boards Association as an ASEBP Trustee.

6. APPOINTMENTS

- The ASEBP Trustees appointed Daryl Scott as an alternate member of the Audit & Risk Committee. Daryl joins committee members Kim Pasula and Shirene Napier along with alternate member Evelyn Chan.
- The ASEBP Trustees appointed Brad Toone and Shawn Wakley as alternate members of the Extended Disability Benefits Appeal Committee. They join committee members Daryl Scott, Doug Lerke, and Shelley Russell along with alternate member Natashya Shewchuk.



ASEBP Trustees' Report

- The Executive Appeal Committee includes Drew Chipman, James Gerun, and Shelley Russell. Alternate members include Doug Lerke, Judy Muir, and Mark Tisdale.
- The Executive & Governance Committee includes the Chair, Drew Chipman, and Vice-Chair, James Gerun.

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, asebp.ca.

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