



MEMORANDUM

October 11, 2022
Benefit Committee Meeting

TO	Board of Trustees
FROM	Aileen Wagner, Trustee
ORIGINATOR	Scott McFadyen, Associate Superintendent
RESOURCE	Brad Seib, Hub International
GOVERNANCE POLICY	Board Policy 8: Board Committees
ADDITIONAL REFERENCE	BP 8: Appendix 8.3 Benefit Plan Advisory Committee Terms of Reference PSD Experience Report – January 1, 2022 to August 31, 2022
SUBJECT	BENEFIT COMMITTEE

PURPOSE

For information. No recommendation required.

BACKGROUND

This report is being complete to provide information in relation to the information discussed in the Benefit meeting.

REPORT SUMMARY

Hub International reviewed the plan experience for January 1, 2022 to August 31, 2022.

Hub International discussed the Self Insurance (ASO) Benefits and the pooling component of the health benefits which protect PSD from high-cost claims.

The average monthly health claim rate from January to August 2022 is \$212.96 per member.

Average Health Spending Account claims have reduced from \$511.84 per member in 2021 to \$404.14 per member in 2022. As of January 1, 2022, CAAMSE members were able to choose to allocate some or all of their funds to a Personal Spending account. Claims under the new PSA have offset the reduction in claims under the HSA.

This year, dental claims increased by 2.76% per member, a rate of increase that is slightly below the expected annual increase.

Hub International also reviewed Sun Life's pay-direct drug card and the Plan member digital experience which includes Amazon Alexa Sun Life Skill and two simpler ways to submit claims through the app.

I would be pleased to respond to any questions.

SM:rg