

# **Group Benefits Program**

2019 Renewal

## **The Corporation Of Haldimand County**



**Mosey & Mosey**

*Benefits Expertise to Ontario's Public Sector*

Group Benefits Program

2019 Renewal

**The Corporation Of Haldimand County**





## TABLE OF CONTENTS

<b>Introduction/Executive Summary</b>	<b>3</b>
<b>Renewal Of The Group Benefits Program</b>	<b>5</b>
Partially Experience-Rated/Partially Pooled Benefits	6
<b>Life Insurance</b>	6
<b>Long Term Disability Insurance</b>	8
Fully Experience-Rated Benefits	12
<b>Underwriting Arrangements</b>	14
<b>Administration Charges</b>	15
<b>Large Amount/Out-Of-Canada Pooling</b>	15
<b>Renewal Premium Rate Adjustment Determination</b>	16
Summary	19
<b>Claims Analysis</b>	<b>21</b>
Extended Health Care	21
Drugs	25
Dental	36
<b><u>Exhibits</u></b>	
<b>1. Summary Of Renewal Premium Costs</b>	
<b>2. Plan Summaries</b>	







# 1

## Introduction/Executive Summary

The Group Benefits Program for the Corporation Of Haldimand County is underwritten by Sun Life Assurance Company Of Canada, with the exception of the Accidental Death & Dismemberment Insurance. The AD&D Insurance is underwritten by Industrial Alliance Insurance and Financial Services Inc., Special Markets Solutions (SMS).

A marketing of the Program was undertaken in the fall of 2015, in order to determine if the Program could be underwritten on a more cost effective basis. Sun Life was retained as the underwriter for the Group Benefits Program, and Industrial Alliance was retained as the underwriter for the Accidental Death & Dismemberment Insurance.

In their quotation, Sun Life provided extended premium rate guarantees for the Basic Life Insurance and Long Term Disability premium rates, as follow:

1. The Basic Life Insurance premium rates are guaranteed until the renewal on July 1, 2019.
2. The Long Term Disability Insurance premium rates were guaranteed until the renewal on July 1, 2018.

In addition, Sun Life provided an extended guarantee for the Administration Expenses for the Extended Health Care and Dental benefits, until July 1, 2019.

Similarly, Industrial Alliance provided an extended premium rate guarantee for the AD&D Insurance premium rate, until July 1, 2018.

In this regard, the premium rate and Administration Expenses guarantees have all expired, and these costs are all subject to review at the renewal effective July 1, 2019.

The renewal premium rate adjustments originally proposed by Sun Life at the renewal effective July 1, 2019, would have resulted in an increase to the annual premium of approximately \$207,200 or 9.4%.

We are pleased to advise that as a result of our negotiations with Sun Life concerning the renewal on behalf of Haldimand County, the annual premium will increase by approximately **\$59,600** or **2.7%**. This is an annual savings of approximately **\$147,600** in comparison with Sun Life's originally proposed renewal.

Note, in addition to the adjustments to the monthly premium rates, Sun Life has increased the Administration Expenses and the Large Amount Pooling Charge; these changes are outlined in Section 2 of this report.

In addition to the renewal analysis, we have performed an analysis of the Extended Health Care and Dental claims for the period February 1, 2018 to January 31, 2019 (the period upon which the July 1, 2019 renewal was based). This is provided in Section 3 of this report.

Our report concerning the renewal of the group benefits program for the 2019-2020 Policy Year follows.







# 2

## Renewal Of The Group Benefits Program

A marketing of the Program was undertaken in the fall of 2015, in order to determine if the Program could be underwritten on a more cost effective basis. Sun Life was retained as the underwriter for the Group Benefits Program, and Industrial Alliance was retained as the underwriter for the Accidental Death & Dismemberment Insurance.

In their quotation, Sun Life provided extended premium rate guarantees for the Basic Life Insurance and Long Term Disability premium rates, as follow:

1. The Basic Life Insurance premium rates are guaranteed until the renewal on July 1, 2019.
2. The Long Term Disability Insurance premium rates were guaranteed until the renewal on July 1, 2018.

In addition, Sun Life provided an extended guarantee for the Administration Expenses for the Extended Health Care and Dental benefits, until July 1, 2019.

Similarly, Industrial Alliance provided an extended premium rate guarantee for the AD&D Insurance premium rate, until July 1, 2018.

The premium rate guarantees have all expired coincident with this renewal.

Sun Life presented their initial renewal proposals for Haldimand County with the effective date of the renewal to be July 1, 2019. We are pleased to advise that as a result of our negotiations with Sun Life, a more favourable renewal position has been secured. The initially proposed renewal premium rate adjustments and the negotiated renewal premium rate adjustments are outlined below, by line of benefit:

Benefit	Proposed Renewal Rate Adjustment	Negotiated Renewal Rate Adjustment
Life Insurance	25% Increase	25% Increase
Long Term Disability Insurance	No Change	4% Decrease
Extended Health Care	17% Increase	7% Increase
Dental	2% Decrease	6% Decrease

The initially proposed premium rate adjustments would have resulted in an increase to the annual premium of 9.4%, or approximately \$207,200 per year, for Haldimand County. The negotiated renewal premium rate adjustments result in an increase to the annual premium of **2.7%** or approximately **\$59,600**. This is an annual savings of approximately **\$147,600** in comparison with Sun Life's originally proposed renewal.

Please refer to Exhibit 1 at the end of this report for a summary of the pre-renewal and renewal premium rates. Note, the current rates indicated in Exhibit 1 include the premium rate change to the Extended Health Care premium rates as a result of the plan change effective April 1, 2019 for Classes 104 and 117.

Our comments concerning the renewal of your group insurance program for the 2019-2020 Policy Year with Sun Life follow.





## Partially Experience-Rated/Partially Pooled Benefits

### Life Insurance

The Life Insurance benefit is underwritten on a partially experience-rated/partially pooled basis. A certain degree of credibility is applied to the claims experience under the Life Insurance benefit and is considered in the renewal calculations.

The partially experience-rated/partially pooled method of underwriting this benefit is most appropriate in light of the number of employees insured under the plan, and the annual premium generated. The premium paid for this coverage is relatively low in comparison with the potentially large, but infrequent claims that can occur. Therefore, it is appropriate to pool the claims experience of the plan with other similar plans. However, due to the size of the plan, the claims experience under the plan is more predictable than that which would be exhibited under a smaller plan, and therefore, a degree of credibility can be applied to this experience.

Sun Life uses the most recent 5 years of claims experience for the Life Insurance benefit in their renewal calculations; the renewal year utilized by Sun Life is February 1<sup>st</sup> to January 31<sup>st</sup>.

In the marketing performed in the fall of 2015, Sun Life offered a 3 year premium rate guarantee for the Life Insurance premium rates (for the period July 1, 2016 to June 30, 2019). In this regard, this is the first renewal of the Life Insurance benefit following expiration of the premium rate guarantee.

There were two Life Insurance claims paid during the past year. The total paid Life Insurance claims for the 5 year period ending January 31, 2019 are \$328,000 (for three claimants); these are summarized below:

**Life Insurance Claims  
Paid February 1, 2014 to January 31, 2019**

Gender	Date Of Death	Life Insurance Benefit Amount
M	August 8, 2017	\$ 106,000
M	March 4, 2018	103,000
M	January 14, 2019	119,000
<b>Total</b>		<b>\$ 328,000</b>

In addition to the paid claims, the following are considered in determining the renewal rates:

- 1) Conversion charges. These are the charges assessed against the plan for those individuals who convert their group insurance coverage to an individual policy, following termination of their group coverage. There were 6 individuals who converted their Life Insurance coverage during the 5 year period February 1, 2014 to January 31, 2019; the total amount of coverage converted was \$260,000 and the total of the conversion charges were \$37,960.
- 2) The required reserves for incurred but not reported claims (IBNR reserves). These are the reserves held by the insurer to reflect the liability for claims that have been incurred, but not yet reported to the insurer. In the event of plan termination, the insurer would use these reserves to pay any claims which were incurred prior to, but which are settled following, the termination.
- 3) The Waiver Of Premium Reserves. These reserves are held by the insurer to reflect the liability for the future claim payments to those individuals who are disabled and whose Life Insurance coverage is being continued without premium payment.







There are currently 5 open active Waiver Of Premium claims; of these, 3 were incurred on or after February 1, 2014 (during the renewal analysis period). The total amount of the Waiver Of Premium Reserves held in relation to these 3 claims is \$47,384, and the total amount of Life Insurance for these 3 claimants is \$385,000.

The information concerning the open Waiver Of Premium claims is outlined below:

**Open Waiver Of Premium Claims, Waiver Of Premium Reserves As At January 31, 2019**

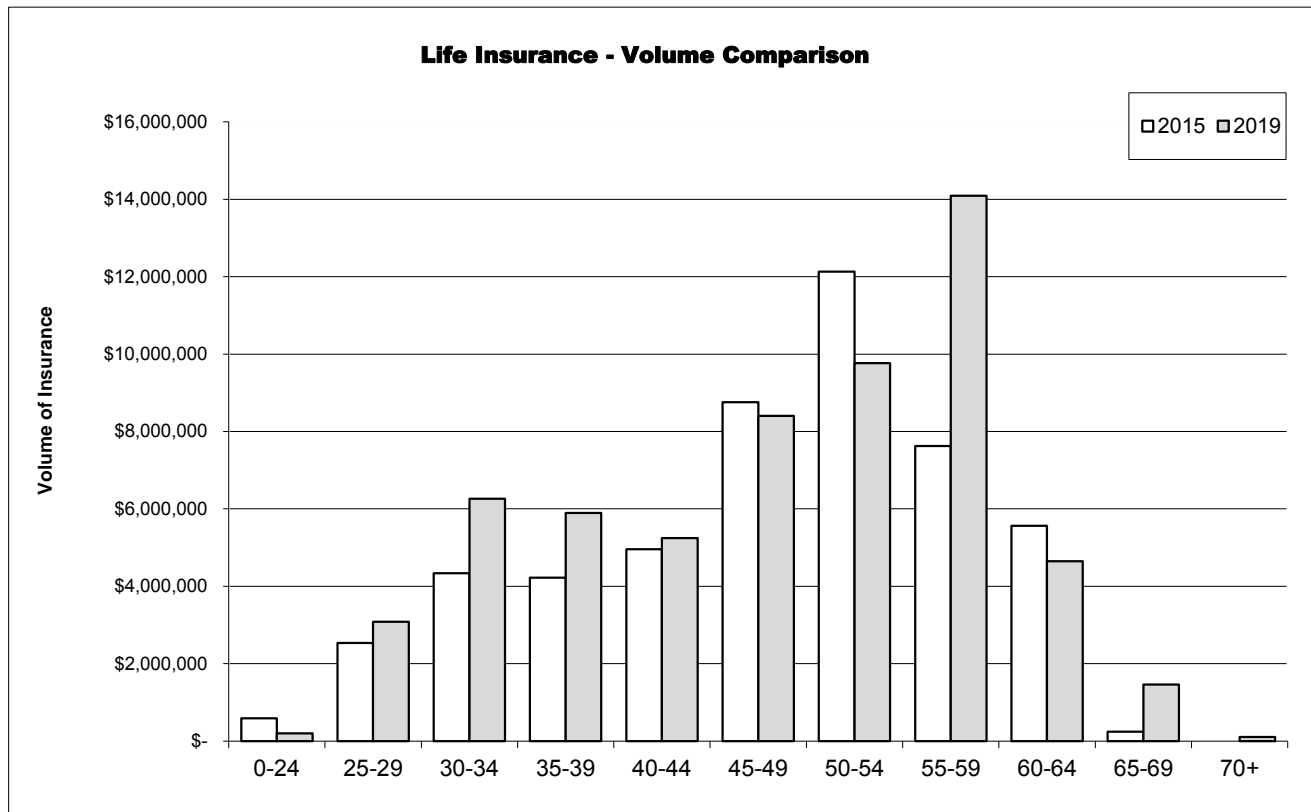
Division	Gender	Date Of Birth	Date Of Disability	Claim Status	Life Insurance Benefit Amount	Waiver Of Premium Reserves
001	F	Nov 02, 1956	Feb 04, 2005	Active	\$ 56,000	\$ 3,381
106	M	Jun 10, 1963	Jul 24, 2013	Active	147,000	37,567
106	F	Jan 31, 1960	Feb 10, 2014	Active	149,000	21,399
105	F	Apr 19, 1955	Feb 10, 2016	Active	79,000	4,231
106	F	Jan 22, 1979	Jan 17, 2018	Active	157,000	21,754
<b>Total</b>					<b>\$ 588,000</b>	<b>\$ 88,332</b>
<b>Total After February 1, 2014</b>					<b>\$ 385,000</b>	<b>\$ 47,384</b>

Only a degree of credibility is applied to the claims experience as noted previously; the balance of the renewal calculation is based on the demographics (age, sex and volume of insurance) of the insured employees. This information determines the "manual rate" that applies to the group, and represents the pooled portion of the underwriting arrangement.

We have obtained from Sun Life the employee demographics information, both for the current renewal and the renewal which occurred on July 1, 2015. This information is summarized below:

Age Band	2019						2015					
	Male		Female		Total		Male		Female		Total	
	Lives	Volume	Lives	Volume	Lives	Volume	Lives	Volume	Lives	Volume	Lives	Volume
0-24	4	\$ 201,000	0	\$ -	4	\$ 201,000	15	\$ 556,000	1	\$ 35,000	16	\$ 591,000
25-29	40	1,919,000	11	1,168,000	51	3,087,000	32	1,450,000	11	1,090,000	43	2,540,000
30-34	55	3,227,000	27	3,033,000	82	6,260,000	51	2,492,000	17	1,843,000	68	4,335,000
35-39	58	3,711,000	20	2,182,000	78	5,893,000	48	3,156,000	12	1,068,000	60	4,224,000
40-44	51	3,476,000	16	1,771,000	67	5,247,000	52	3,176,000	17	1,781,000	69	4,957,000
45-49	50	4,732,000	30	3,671,000	80	8,403,000	62	5,138,000	32	3,620,000	94	8,758,000
50-54	58	6,012,000	33	3,752,000	91	9,764,000	89	8,537,000	35	3,591,000	124	12,128,000
55-59	84	9,635,000	35	4,457,000	119	14,092,000	52	4,928,000	23	2,694,000	75	7,622,000
60-64	28	2,896,000	17	1,749,000	45	4,645,000	36	3,261,000	24	2,304,000	60	5,565,000
65-69	7	650,000	7	813,000	14	1,463,000	2	182,000	1	63,000	3	245,000
70+	1	106,000	0	-	1	106,000	0	-	0	-	0	-
<b>Total</b>	<b>436</b>	<b>\$ 36,565,000</b>	<b>196</b>	<b>\$ 22,596,000</b>	<b>632</b>	<b>\$ 59,161,000</b>	<b>439</b>	<b>\$ 32,876,000</b>	<b>173</b>	<b>\$ 18,089,000</b>	<b>612</b>	<b>\$ 50,965,000</b>
% Change	-0.7%	11.2%	13.3%	24.9%	3.3%	16.1%						





	2015	2019	% Change
<b>Less Than 50</b>			
# Of Employees	350	362	3.4%
Volume	25,405,000	29,091,000	14.5%
% Of Total Volume	49.8%	49.2%	
<b>50 to 65</b>			
# Of Employees	259	255	-1.5%
Volume	25,315,000	28,501,000	12.6%
% Of Total Volume	49.7%	48.2%	
<b>Over 65</b>			
# Of Employees	3	15	400.0%
Volume	245,000	1,569,000	540.4%
% Of Total Volume	0.5%	2.7%	

This analysis of the employee demographics indicates that there has been substantial aging of the employee group since the marketing that occurred in late 2015.

Sun Life's original renewal calculations, based on a combination of the claims experience and the manual rating structure, indicated that a 25% increase is required to the Life Insurance premium rates at the renewal on July 1, 2019.

Our analysis of the Life Insurance renewal indicates that Sun Life's proposed renewal position is justified.

The renewal calculations for the Life Insurance benefit are on the following page:





## The Corporation Of Haldimand County

## Group Benefits Program - 2019 Renewal

Policy Year	Paid Premium	Adjusted Premium *	Claims Charges
February 1, 2014 to January 31, 2015	\$ 150,546	\$ 115,273	\$ 50,755
February 1, 2015 to January 31, 2016	147,761	116,540	20,655
February 1, 2016 to January 31, 2017	131,910	119,886	-
February 1, 2017 to January 31, 2018	125,184	125,184	107,550
February 1, 2018 to January 31, 2019	129,842	129,842	222,000
Claims Incurred Prior To February 1, 2014			-
Premium Interest		19,734	
Total	\$ 685,243	\$ 626,459	\$ 400,960
Claims Interest			7,786
IBNR Reserve As At January 31, 2019			25,968
Waiver Of Premium Reserve As At January 31, 2019			47,384
Total Claims Cost			\$ 482,098
Adjusted Incurred Loss Ratio			77.0%
Demographic Adjustment			10.6%
Target Loss Ratio			87.6%
Break-Even Loss Ratio			97.2%
Required Experience Rate			\$ 0.185
Credibility On Experience Rate			31.5%
Required Manual Rate			\$ 0.261
Credibility On Manual Rate			68.5%
Blended Experience/Manual Rate			
	<u>Credibility</u>	<u>Calculated Rate</u>	<u>Required Rate</u>
Experience	31.5%	\$ 0.185	\$ 0.058
Manual	68.5%	0.261	0.179
Combined			\$ 0.237
Required Composite Rate			\$ 0.237
Current Composite Rate			\$ 0.190
Required Adjustment			25.0%

\* The adjusted premium is the premium that would have been paid based on the current premium rates.

The Life Insurance premium rates will therefore increase by 25% at the renewal on July 1, 2019.

### Long Term Disability Insurance

The Long Term Disability Insurance benefit is underwritten on a partially experience-rated/partially pooled basis. A certain degree of credibility is applied to the claims experience under the Long Term Disability Insurance benefit and is considered in the renewal calculations.





The partially experience-rated/partially pooled method of underwriting these benefits is most appropriate in light of the number of employees insured under the plan, and the annual premium generated. The premium paid for this coverage is relatively low in comparison with the potentially large, but infrequent claims that can occur. Therefore, it is appropriate to pool the claims experience of the plan with other similar plans. However, due to the size of the plan, the claims experience under the plan is more predictable than that which would be exhibited under a smaller plan, and therefore, a degree of credibility can be applied to this experience.

Sun Life uses the most recent 5 years of claims experience for the Long Term Disability Insurance benefit in their renewal calculations; the renewal year utilized by Sun Life is February 1<sup>st</sup> to January 31<sup>st</sup>.

There were 11 individuals who received Long Term Disability benefit payments during the period February 1, 2014 to January 31, 2019, with payments totalling \$1,070,626. Five of these individuals became totally disabled prior to February 1, 2013, and in this regard, the amount of their benefit payments are not considered in the renewal calculations. The amount of the benefit payments made to the six individuals who became totally disabled on or after February 1, 2014 were \$476,413.

**Paid Long Term Disability Claims, February 1, 2014 to January 31, 2019**

Division	Gender	Date Of Birth	Date Of Disability	Claim Status	Paid Long Term Disability Benefits
001	F	02 Nov 1956	04 Feb 2005	Open	\$ 184,707
106	M	31 Jul 1972	01 Jun 2012	Closed	19,567
106	F	22 Jan 1979	11 Jun 2013	Closed	19,541
106	M	10 Jun 1963	24 Jul 2013	Open	253,232
104	F	28 Apr 1953	07 Dec 2013	Closed	117,167
106	F	31 Jan 1960	10 Feb 2014	Open	232,609
106	M	10 Feb 1961	12 Feb 2014	Closed	34,838
106	F	20 Nov 1976	25 Mar 2014	Closed	104,950
105	F	18 Aug 1971	04 Mar 2015	Closed	6,002
105	F	19 Apr 1955	10 Feb 2016	Open	59,600
106	F	22 Jan 1979	17 Jan 2018	Open	38,413
<b>Total</b>					<b>\$ 1,070,626</b>
<b>Total After February 1, 2014</b>					<b>\$ 476,413</b>

In addition to the paid claims, the following are considered in determining the renewal rates:

- 1) The required reserves for incurred but not reported claims (IBNR reserves). These are the reserves held by the insurer to reflect the liability for claims that have been incurred, but not yet reported to the insurer. In the event of plan termination, the insurer would use these reserves to pay any claims which were incurred prior to, but which are settled following, the termination.
- 2) The Disabled Life Reserves. These reserves are held by the insurer to reflect the liability for the future claim payments to those individuals who are disabled and receiving monthly disability benefit payments. There are currently 5 open active Long Term Disability claims; of these, 3 were incurred on or after February 1, 2014 (during the renewal analysis period).

The amount of the Disabled Life Reserves held in relation to the 3 claims incurred on or after February 1, 2014 is \$658,985, and the amount of net monthly benefit payable to these individuals is \$10,757. The information concerning the open active Long Term Disability claims and the associated Disabled Life Reserves is on the following page:





## The Corporation Of Haldimand County

## Group Benefits Program - 2019 Renewal

## Open Long Term Disability Claims, Disabled Life Reserves As At January 31, 2019

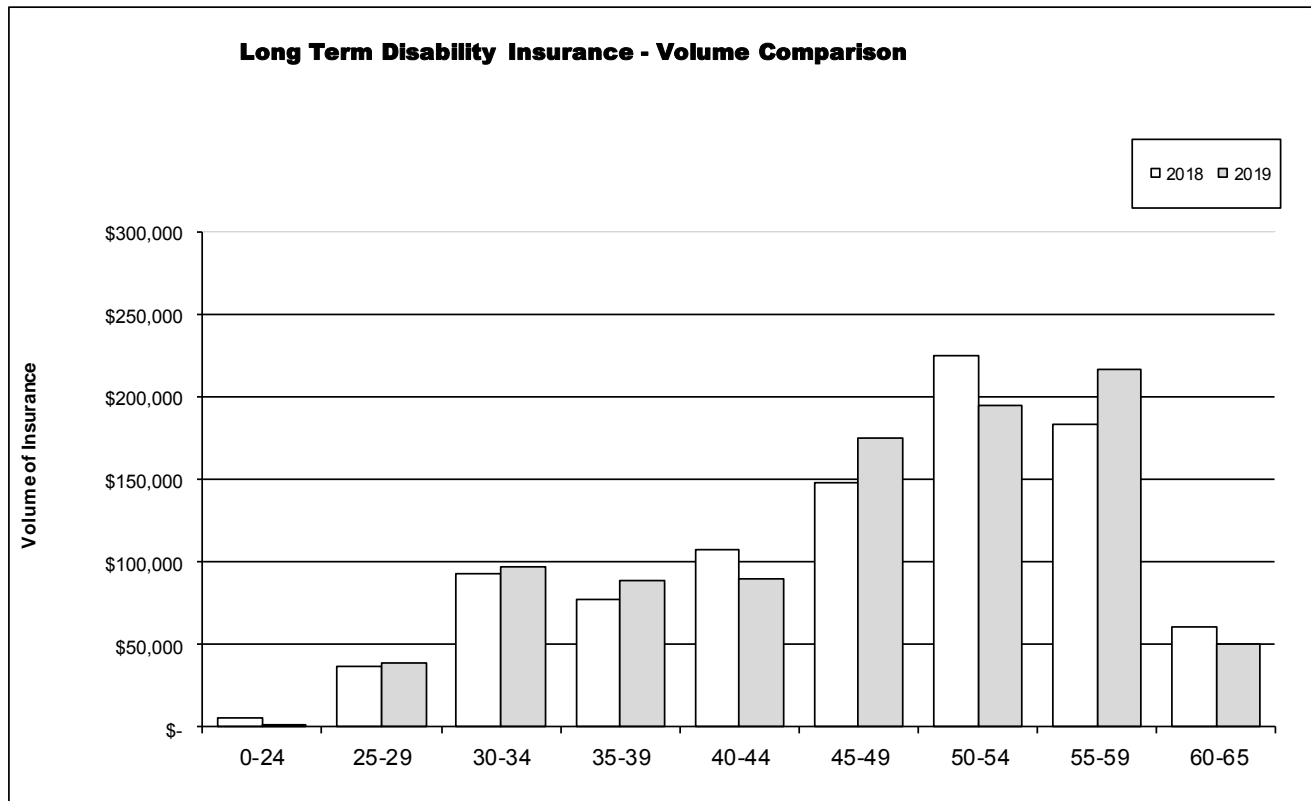
Division	Gender	Date Of Birth	Date Of Disability	Claim Status	Gross Monthly LTD Benefit Amount	Net Monthly LTD Benefit Amount	CPP/QPP Approved	Disabled Life Reserves
001	F	Nov 02, 1956	Feb 04, 2005	Active	\$ 1,841	\$ 1,841	N	\$ 58,469
106	M	Jun 10, 1963	Jul 24, 2013	Active	4,347	4,225	Y	387,426
106	F	Jan 31, 1960	Feb 10, 2014	Active	4,421	4,184	Y	267,906
105	F	Apr 19, 1955	Feb 10, 2016	Active	2,000	2,000	N	28,850
106	F	Jan 22, 1979	Jan 17, 2018	Active	4,573	4,573	N	362,229
<b>Total</b>					<b>\$ 17,183</b>	<b>\$ 16,823</b>		<b>\$ 1,104,880</b>
<b>Total After February 1, 2014</b>					<b>\$ 10,994</b>	<b>\$ 10,757</b>		<b>\$ 658,985</b>

Only a degree of credibility is applied to the claims experience as noted previously; the balance of the renewal calculation is based on the demographics (age, sex and volume of insurance) of the insured employees. This information determines the "manual rate" that applies to the group, and represents the pooled portion of the underwriting arrangement.

We have obtained from Sun Life the employee demographics information, both for the current renewal and the renewal which occurred on July 1, 2018. This information is summarized below and on the following page:

Age Band	2019						2018					
	Male		Female		Total		Male		Female		Total	
	Lives	Volume	Lives	Volume	Lives	Volume	Lives	Volume	Lives	Volume	Lives	Volume
0-24	1	\$ 1,800	0	\$ -	1	\$ 1,800	2	\$ 5,337	0	\$ -	2	\$ 5,337
25-29	6	15,882	9	22,988	15	38,870	6	13,773	9	22,839	15	36,612
30-34	14	35,051	23	62,367	37	97,418	10	23,589	24	69,849	34	93,438
35-39	19	40,060	19	49,295	38	89,355	19	42,158	14	35,630	33	77,788
40-44	12	42,440	14	47,831	26	90,271	15	52,767	16	55,034	31	107,801
45-49	25	85,012	29	90,171	54	175,183	20	61,791	30	86,510	50	148,301
50-54	35	100,272	33	94,437	68	194,709	40	123,916	35	101,658	75	225,574
55-59	45	134,229	27	82,448	72	216,677	35	103,491	29	80,590	64	184,081
60-65	8	19,552	12	31,081	20	50,633	12	27,566	12	32,926	24	60,492
<b>Total</b>	<b>165</b>	<b>\$ 474,298</b>	<b>166</b>	<b>\$ 480,618</b>	<b>331</b>	<b>\$ 954,916</b>	<b>159</b>	<b>\$ 454,388</b>	<b>169</b>	<b>\$ 485,036</b>	<b>328</b>	<b>\$ 939,424</b>
% Change	3.8%	4.4%	-1.8%	-0.9%	0.9%	1.6%						





	2018	2019	% Change
<b>Less Than 40</b>			
# Of Employees	84	91	8.3%
Volume	213,175	227,443	6.7%
% Of Total Volume	22.7%	23.8%	
<b>40 to 49</b>			
# Of Employees	81	80	-1.2%
Volume	256,102	265,454	3.7%
% Of Total Volume	27.3%	27.8%	
<b>50 to 65</b>			
# Of Employees	163	160	-1.8%
Volume	470,147	462,019	-1.7%
% Of Total Volume	50.0%	48.4%	

Sun Life's original renewal calculations indicated that no change is required to the Long Term Disability Insurance premium rates at the renewal on July 1, 2019.

In our analysis of the renewal, we noted that the adjusted premium for the period had been understated, and that the calculation of the paid Long Term Disability claims was incorrect. When the calculations were modified to reflect the accurate information, the calculated required renewal adjustment is a reduction of 4%.

Our revised renewal calculations for the Long Term Disability Insurance benefit are outlined on the following page:





## The Corporation Of Haldimand County

## Group Benefits Program - 2019 Renewal

Policy Year Claim Incurred	Paid Premium	Adjusted Premium *	Claims Charges **
February 1, 2014 to January 31, 2015	\$ 272,188	\$ 389,494	\$ 372,397
February 1, 2015 to January 31, 2016	337,611	395,994	6,002
February 1, 2016 to January 31, 2017	351,258	403,649	59,600
February 1, 2017 to January 31, 2018	346,796	416,155	38,413
February 1, 2018 to January 31, 2019	391,971	421,223	-
Premium Interest		68,675	
Total	\$ 1,699,824	\$ 2,095,190	\$ 476,412
Claims Interest			16,540
IBNR Reserve As At January 31, 2019			206,915
Disabled Life Reserve** As At January 31, 2019			658,985
Total Incurred Claims Cost			\$ 1,358,852
Adjusted Incurred Loss Ratio			64.9%
Demographic Adjustment			7.1%
Trend Factor			0.0%
Target Loss Ratio			84.2%
Break-Even Loss Ratio			82.6%
Calculated Experience Rate			\$ 3.064
Calculated Manual Rate			\$ 3.947
Blended Experience/Manual Rate			
Experience	Credibility 42.6%	Calculated Rate \$ 3.064	Required Rate \$ 1.306
Manual	57.4%	3.947	2.266
Combined			\$ 3.572
Economic Adjustment Factor			0.0%
Required Composite Rate			\$ 3.572
Current Composite Rate			\$ 3.710
Required Adjustment			-4%

\* The adjusted premium is the premium that would have been paid based on the current premium rates.

\*\* Only considers claims with a date of disability after February 1, 2014.

We are pleased to advise that Sun Life has agreed with our proposed renewal position.

**The Long Term Disability Insurance premium rates will therefore reduce by 4% at the renewal, effective July 1, 2019.**





## Fully Experience-Rated Benefits

### Underwriting Arrangements

The Extended Health Care and Dental benefits are provided through Sun Life on fully experience-rated, retention accounting basis. Under this arrangement the renewal premium costs for these coverages are determined entirely on the basis of the actual claims experience exhibited under the plan. Sun Life's objective in the determining of the renewal premium rates is to ensure that the premiums generated during the policy year are sufficient to fund the following:

1. The claims paid during the policy year.
2. The Pooling Charges assessed by Sun Life for the Large Amount/Out-Of-Canada Pooling arrangement.
3. The associated administration charges assessed by Sun Life under the plan. These administration charges include the General Administration Charge, Claims Administration Charge, Risk Charge and Commissions paid to Mosey & Mosey under the plan, and include the Premium Taxes payable by Sun Life to the Ontario Government.

The claims experience period upon which the renewal calculations are based, is February 1<sup>st</sup> of each year to the January 31<sup>st</sup> of the following year.

In addition to the annual renewal of the plan, an annual Financial Accounting is performed. In this annual Financial Accounting, Sun Life accounts for the following items against the paid premium during the policy year:

1. The paid claims.
2. The Pooling Charges assessed by Sun Life for the Large Amount/Out-Of-Canada Pooling arrangement.
3. The administration charges.
4. Interest credits/debits generated under the plan.

If the total of these items is greater than the amount of the paid premium for the policy year, a deficit is generated under the plan. Sun Life handles any such deficit as follows:

1. The amount of such deficit is offset, to the extent possible, by funds held in the Claims Fluctuation Reserve (CFR).
2. The amount of any deficit not offset by funds from the Claims Fluctuation Reserve (CFR) is carried forward under the plan at interest to be recovered from future plan surpluses. If the amount of such deficit is significant, Sun Life may require that a deficit recovery margin be included in the renewal premium rates, to fund the recovery of such deficit.

If the total of these items is less than the amount of the paid premium for the policy year, a surplus is generated under the plan. Sun Life handles any such surplus as follows:

1. The amount of such surplus is first applied to offset any deficits carried forward under the plan from previous policy years.
2. The remaining amount of any such surplus is then applied to fund the CFR, until the CFR is fully funded.
3. The remaining amount of any such surplus is then available for refund to Haldimand County.







In the event the Extended Health Care and Dental plan should terminate with Sun Life, a terminal financial accounting would be performed following the termination. The handling of the terminal financial accounting will be as outlined in Section 8 of the Financial Letter Of Agreement between the Corporation Of Haldimand County and Sun Life.

The Financial Accounting period for the Haldimand County plan is January 1<sup>st</sup> of each year to the following December 31<sup>st</sup>. The Financial Accounting report is prepared by Sun Life following the end of the Financial Accounting period.

## Administration Charges

In the marketing performed in the fall of 2015, Sun Life offered a 3 year guarantee for the quoted Administration Charges (until July 1, 2019). This guarantee expires coincident with this renewal, and the Administration Charges are therefore subject to review at this renewal.

Sun Life has advised there are the following increases to the Administration Charges effective January 1, 2019:

Administration Charge	Basis	Current Charge	Initially Proposed		Negotiated	
			Renewal Charge	Change	Renewal Charge	Change
<b>General Administration</b>	Percent Of Premium	2.00%	2.74%	37.0%	2.20%	10.0%
<b>Claims Administration</b>						
Extended Health Care Drug Card	Percent Of Incurred Claims (drug card)	3.02%	3.32%	9.9%	3.32%	9.9%
Electronic Submission / Electronic Reimbursement	Percent Of Incurred Claims (electronic)	2.79%	3.06%	9.7%	3.06%	9.7%
Paper Submission / Electronic Reimbursement	Percent Of Incurred Claims (mixed)	2.95%	3.23%	9.5%	3.23%	9.5%
Paper Submission / Paper Reimbursement	Percent Of Incurred Claims (paper)	3.29%	3.61%	9.7%	3.61%	9.7%
Dental	Percent Of Incurred Claims	3.00%	3.30%	10.0%	3.30%	10.0%
<b>Risk Charge</b>	Percent Of Premium	0.00%	0.00%	0.0%	0.00%	0.0%
<b>Profit Charge</b>	Percent Of Premium	0.50%	0.55%	10.0%	0.55%	10.0%

In addition, the Total Administration Charges assessed by Sun Life during any plan year also includes the following amounts:

1. Any applicable taxes paid in relation to the plan. In Ontario, this is a premium tax equal to 2.0% of the total plan costs (paid claims plus administration charges).
2. The services fees paid to Mosey & Mosey Benefit Plan Consultants for the provision of our services under the plan.
3. Any direct disbursements for printing expenses for booklets and other printed material.

## Large Amount/Out-Of-Canada Pooling

The Extended Health Care coverage for the employees of Haldimand County is provided on an insured retention-accounting, fully-experience rated arrangement through Sun Life. In order to protect Haldimand County against the impact of any unusual large claims, a Large Amount/Out-Of-Canada Pooling arrangement is provided through Sun Life.





Under the terms of this Pooling arrangement all claims that are incurred outside Canada are pooled from the first dollar. Claims incurred in Canada are pooled as follow:

1. All claims incurred by an employee in excess of \$50,000 are pooled.
2. All claims incurred by all an employee's dependents combined, which are in excess of \$50,000 are pooled.

All claims which qualify under the Pooling arrangement are removed from the claims charged to the plan for both the purposes of the renewal calculations and the annual financial accounting, and are instead covered on a fully-pooled basis by Sun Life.

Sun Life applies a pooling charge for the provision of this coverage; the cost for this coverage is not determined based on the actual claims experience for Haldimand County, but instead on the overall performance of Sun Life's pool of this type of coverage. However, should the claims experience for a specific group be significantly higher than expected, Sun Life would apply an increase to the pooling charge for that specific group, to offset the detrimental impact this would have on the overall pool's performance.

During the past year, \$861 in claims qualified under the revised Pooling arrangement and the amount of these claims was therefore removed from the claims charged to the plan.

Sun Life has advised that effective January 1, 2019, an increase is required to the Large Amount/Out-Of-Canada Pooling charge, from 7.00% of Extended Health Care Non-Pooled Claims (Paid Claims less Pooled Claims), to 7.98% of Extended Health Care Non-Pooled Claims. This results in an increase to the annual pooling charge of approximately \$8,400, based on the current Extended Health Care Non-Pooled Claims.

We reviewed this with Sun Life, however, they were unwilling to modify their proposed adjustment, noting that this was not an increase specific to Haldimand County, but a general increase being applied to their pooling charges.

## **Renewal Premium Rate Adjustment Determination**

### **Extended Health Care**

The total paid claims for the period February 1, 2018 to January 31, 2019, were \$853,015. There were pooled claims of \$861, reducing the Non-Pooled Claims charged against the plan to \$852,154.

The paid premium for the same 12 month period was \$1,082,978. The Extended Health Care premium rates were reduced by 7% at the renewal effective July 1, 2018; when the paid premium for the period February 2018 to June 2018 is adjusted to reflect this premium rate reduction, the Adjusted Premium for the period is \$1,050,509. When the Pool Charge (\$68,071) is deducted from the Adjusted Premium, the resulting Non-Pooled Adjusted Premium is \$982,438.

In their renewal calculations, Sun Life applied an annual trend factor of 11.5%, pro-rated to 16.7% to reflect the 5 month lag between the end of the claims experience period (January 31, 2019) and the renewal date (July 1, 2019). In addition, Sun Life has applied a 4.2% adjustment to account for the change in the OHIP+ coverage which is occurring effective April 1, 2019.

These calculations indicated that a 17% premium rate increase is warranted at the renewal on July 1, 2019, in order to adequately fund the Plan for the 2019-2020 Policy Year.

In our analysis of the renewal, we reviewed the actual annual trend that is being exhibited under the Haldimand County's Extended Health Care plan. Our analysis indicates that the four year average annual trend is 3.6%. This is illustrated on the following page:





## EHC - Claims Trend Analysis

Period	Paid Claims	Estimated Number of Covered Certificates	Average Claims Per Individual Per Year	% Change Year to Year
Jan 1/14 - Dec 31/14	698,343	355	\$ 1,965.87	
Feb. 1/15 - Jan. 31/16	699,094	355	1,967.62	+0.1%
Feb. 1/16 - Jan. 31/17	836,370	357	2,344.33	+19.1%
Feb. 1/17 - Jan. 31/18	811,919	364	2,229.49	-4.9%
Feb. 1/18 - Jan. 31/19	853,015	376	2,267.79	+1.7%
			<b>Average =</b>	<b>+3.6%</b>

In this regard, for the purposes of our renewal calculations, we utilized an annual trend factor of 5.0%, pro-rated to 7.2% to reflect the 5 month lag between the end of the claims experience period (January 31, 2019) and the renewal date (July 1, 2019). We believe this trend factor is more appropriate, as it is reflective of the longer term trend being exhibited under the Plan.

Our revised calculations indicated that a premium rate increase of 7% is required at the renewal, in order to adequately fund the Plan for the 2019-2020 Policy Year. We reviewed this with Sun Life, and are pleased to advise that they are in agreement with our position.

**In this regard, the Extended Health Care premium rates will increase by 7% effective July 1, 2019.**

Our revised renewal calculations are outlined below and on the following page:

## Policy Review Period: February 1, 2018 to January 31, 2019

Extended Health Care

<b>A</b>	Paid Premium	\$	1,082,978
<b>B</b>	Adjusted Premium <sup>1</sup>		1,050,509
<b>C</b>	Pooling Charge <sup>2</sup>		(68,071)
<b>D</b>	Non-Pooled Adjusted Premium (B+C)		982,438
<b>E</b>	Paid Claims		853,015
<b>F</b>	Pooling Credit <sup>3</sup>		(861)
<b>G</b>	Non-Pooled Claims (E+F)	\$	852,154
<b>H</b>	Incurred Loss Ratio (G÷D)		86.7%
<b>I</b>	Trend <sup>4</sup>		7.2%
<b>J</b>	OHIP+ Adjustment		4.2%
<b>K</b>	Adjusted Loss Ratio (H × [1+I] × [1+J])		96.8%
<b>L</b>	Retention Factor (Target Loss Ratio) <sup>5</sup>		90.80%
<b>M</b>	Required Premium Rate Adjustment ((K÷L)-1)		7%



**Notes:**

- 1 The premium rates for the Extended Health Care benefit reduced by 7% at the renewal on July 1, 2018. The premiums paid for the period February 1, 2018 to June 30, 2018 have been adjusted to reflect the renewal premium rate reduction.
- 2 The Pooling Charge is 7.98% of Extended Health Care Non-Pooled Claims.
- 3 There were \$861 in claims which qualified under the Out-Of-Canada and Large Amount Pooling arrangements. The Out-Of-Canada claims (pooled from the first dollar) were \$861 (1 claimant). There were no paid claims which exceeded the \$50,000 Large Amount Pooling point.
- 4 The annual inflation/utilization trend utilized is 5.0%. Industry standards range from 11.0% to 14.0% per annum. In accordance with industry standards, the inflationary/utilization trend has been adjusted to 7.2% to reflect the five month lag time from the end of the claims experience review period (January 31<sup>st</sup>) and the effective date of the renewal (July 1<sup>st</sup>). The inflationary/ utilization trend applied by all insurers results from the introduction and release new high cost medications and prescription drugs entering the marketplace, the expected increase in utilization due to an aging workforce, and the increased utilization of health services in general.
- 5 Target Loss Ratio determined based on Insurer Expenses of 9.2% of premium.

**Dental**

The total paid claims for the period February 1, 2018 to January 31, 2019, were \$429,846. The paid premium for the same 12 month period was \$542,990. The Dental premium rates were reduced by 2% at the renewal effective July 1, 2018; when the paid premium for the period February 2018 to June 2018 is adjusted to reflect this premium rate increase, the Adjusted Premium for the period is \$538,412.

In their renewal calculations, Sun Life applied an annual trend factor of 7.8% (combined utilization and fee guide adjustment), pro-rated to 11.2% to reflect the 5 month lag between the end of the claims experience period (January 31, 2019) and the renewal date (July 1, 2019). We note, the Ontario Dental Association fee guide adjustment for 2019 is a 4.19% increase, and is substantially higher than the fee guide adjustments over the past several years.

These calculations indicated that a 2% reduction is warranted to the Dental premium rates at the renewal on July 1, 2019 while still adequately funding the Plan for the 2019-2020 Policy Year.

In our analysis of the renewal, we reviewed the actual annual trend that is being exhibited under the Haldimand County's Dental plan. Our analysis indicates that the four year average annual trend is 1.3%. This is illustrated below:

**Dental - Claims Trend Analysis**

Period	Paid Claims	Estimated Number of Covered Certificates	Average Claims Per Individual Per Year	%Change Year to Year
Jan 1/14 - Dec 31/14	385,129	351	\$ 1,096.20	
Feb. 1/15 - Jan. 31/16	413,385	350	1,180.85	+7.7%
Feb. 1/16 - Jan. 31/17	444,526	352	1,263.58	+7.0%
Feb. 1/17 - Jan. 31/18	446,715	359	1,243.74	-1.6%
Feb. 1/18 - Jan. 31/19	429,846	372	1,154.89	-7.1%
			<b>Average =</b>	<b>+1.3%</b>





In this regard, for the purposes of our renewal calculations, we utilized an annual trend factor of 5.2%, pro-rated to 7.4% to reflect the 5 month lag between the end of the claims experience period (January 31, 2019) and the renewal date (July 1, 2019). We believe this trend factor is more appropriate, as it is reflective of the longer term trend being exhibited under the Plan.

Our revised calculations indicated that a premium rate reduction of 6% is warranted at the renewal, while still adequately funding the Plan for the 2019-2020 Policy Year. We reviewed this with Sun Life, and are pleased to advise that they are in agreement with our position.

**In this regard, the Dental premium rates will reduce by 6% effective July 1, 2019.**

The calculations are outlined below:

**Policy Review Period: February 1, 2018 to January 31, 2019**

**Dental**

<b>A</b>	Paid Premium	\$	542,990
<b>B</b>	Adjusted Premium <sup>1</sup>		538,412
<b>C</b>	Paid/Incurred Claims	\$	429,846
<b>D</b>	Incurred Loss Ratio ( $C \div B$ )		79.8%
<b>E</b>	Trend <sup>2</sup>		7.4%
<b>F</b>	Adjusted Loss Ratio ( $D \times [1 + E]$ )		85.7%
<b>G</b>	Retention Factor ( <i>Target Loss Ratio</i> ) <sup>3</sup>		90.80%
<b>H</b>	<b>Required Premium Rate Adjustment (<math>[F \div G] - 1</math>)</b>		<b>-6%</b>

**Notes:**

- 1 The premium rates for the Dental benefit reduced by 2% at the renewal on July 1, 2018. The premiums paid for the period February 1, 2018 to June 30, 2018 have been adjusted to reflect the renewal premium rate reduction.
- 2 An annual utilization trend (inclusive of the Ontario Dental Association (ODA) fee guide adjustment of 4.19%) of 5.2% has been applied to reflect the expected increase in claims from one year to the next. Industry standards range from 7% to 9% per annum. The utilization trend has been adjusted to 7.4% to reflect the five month lag time from the end of the claims experience review period (January 31<sup>st</sup>) and the effective date of the renewal (July 1<sup>st</sup>).
- 3 Target Loss Ratio determined based on Insurer Expenses of 9.2% of premium.

## Summary

The renewal rate adjustments originally proposed by Sun Life for the renewal effective July 1, 2019 would have resulted in an increase to the annual premium cost for Haldimand County of approximately **\$207,200, or 9.4%**. The revised renewal adjustments negotiated by Mosey & Mosey with Sun Life result in an increase to the annual plan cost of **\$59,600 or 2.7%**; this is an annual savings of **\$147,600** compared to Sun Life's original renewal position.

The renewal premium rate adjustments that have been negotiated with Sun Life are reasonable and reflective of the premium required to fund the plan during the 2019-2020 Policy Year. In this regard, we recommend Haldimand County accept the negotiated renewal, effective July 1, 2019.







**3**

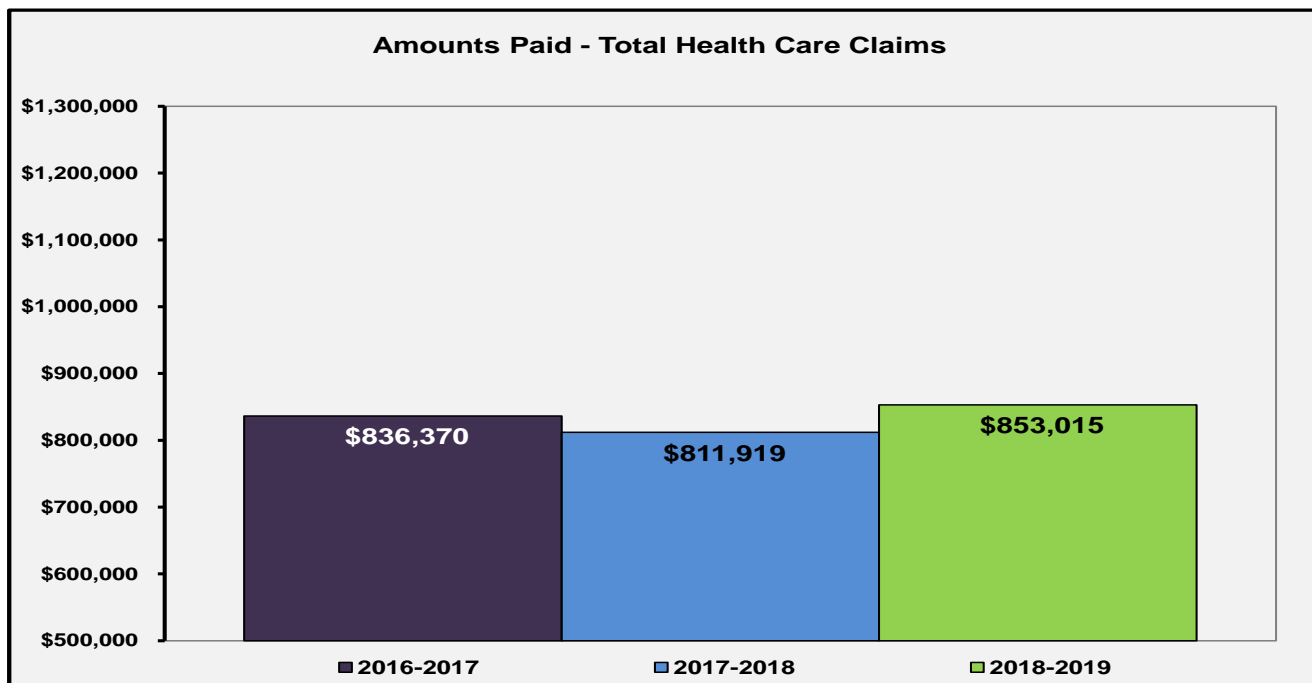
## Claims Analysis

In conjunction with the renewal, we have reviewed the claims under the Extended Health Care and Dental benefits, for the 2018-2019 Policy Year (February 1, 2018 to January 31, 2019) focusing on the break-down of the claims to determine if there were any unusual claiming trends being exhibited under the plans. For comparative purposes, the claims for the 2016-2017 Policy Year (February 1, 2016 to January 31, 2017) and the 2017-2018 Policy Year (February 1, 2017 to January 31, 2018) have also been provided.

A review of this information indicates the following:

### Extended Health Care

The aggregate Extended Health Care claims for Haldimand County increased by approximately 5% in the 2018-2019 Policy Year, when compared to the claims level exhibited in the 2017-2018 Policy Year. This follows a decrease of approximately 3% in the 2017-2018 Policy Year, when compared to the previous year.

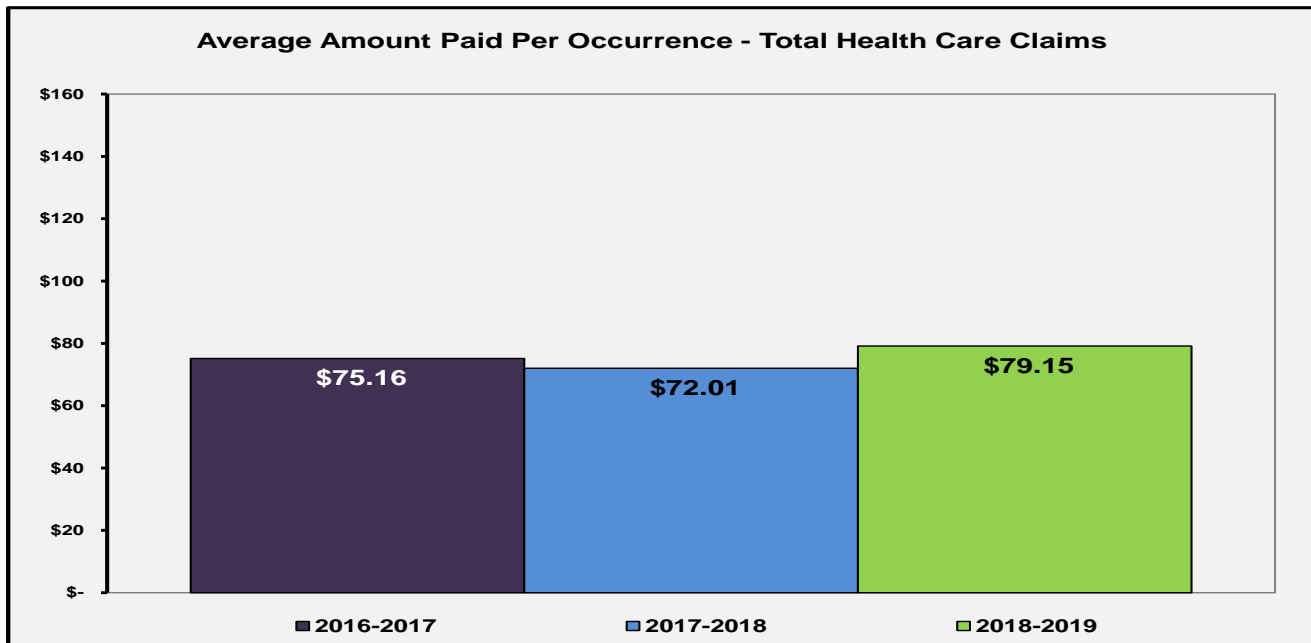


We note, the above indicated paid claim amounts include the amount of the pooled claims, but do not include amounts paid under the now terminated Health Care Spending Account (HCSA).

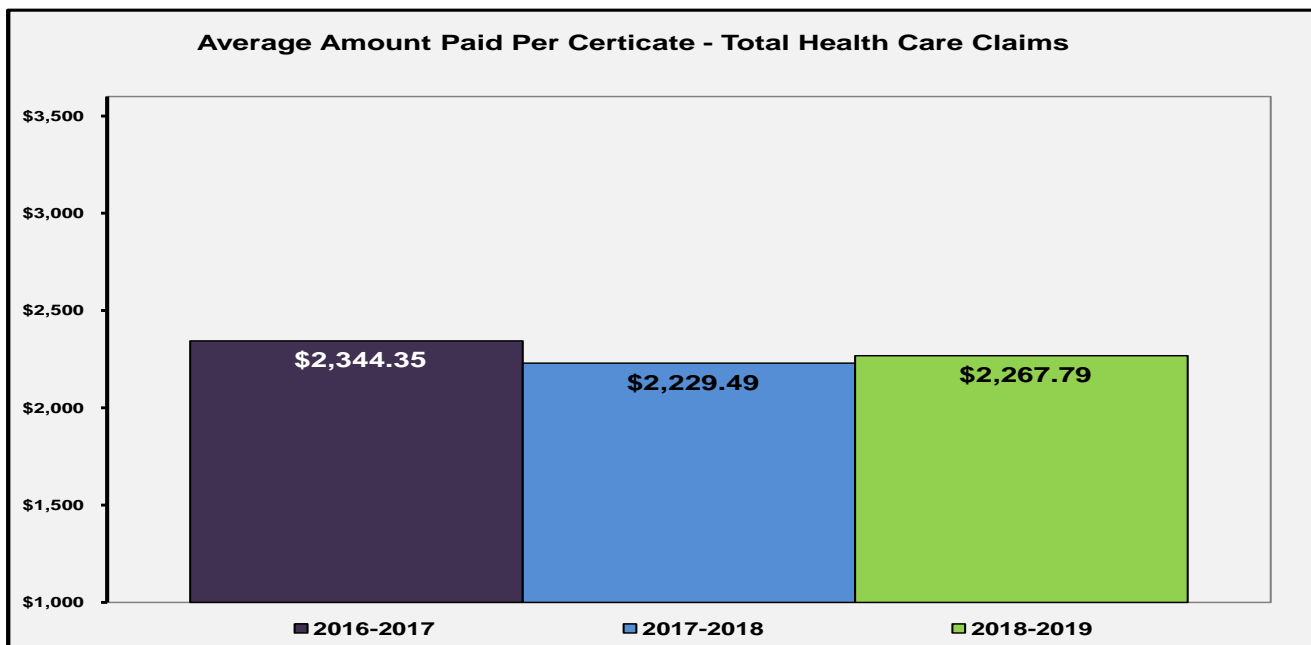




The average amount paid per occurrence for the Extended Health Care claims increased during the 2018-2019 Policy Year (by approximately 10% to \$79.15), after having decreased by approximately 4% in the 2017-2018 Policy Year. A comparison of the average cost per claim, on an overall basis under the Extended Health Care, is provided below:



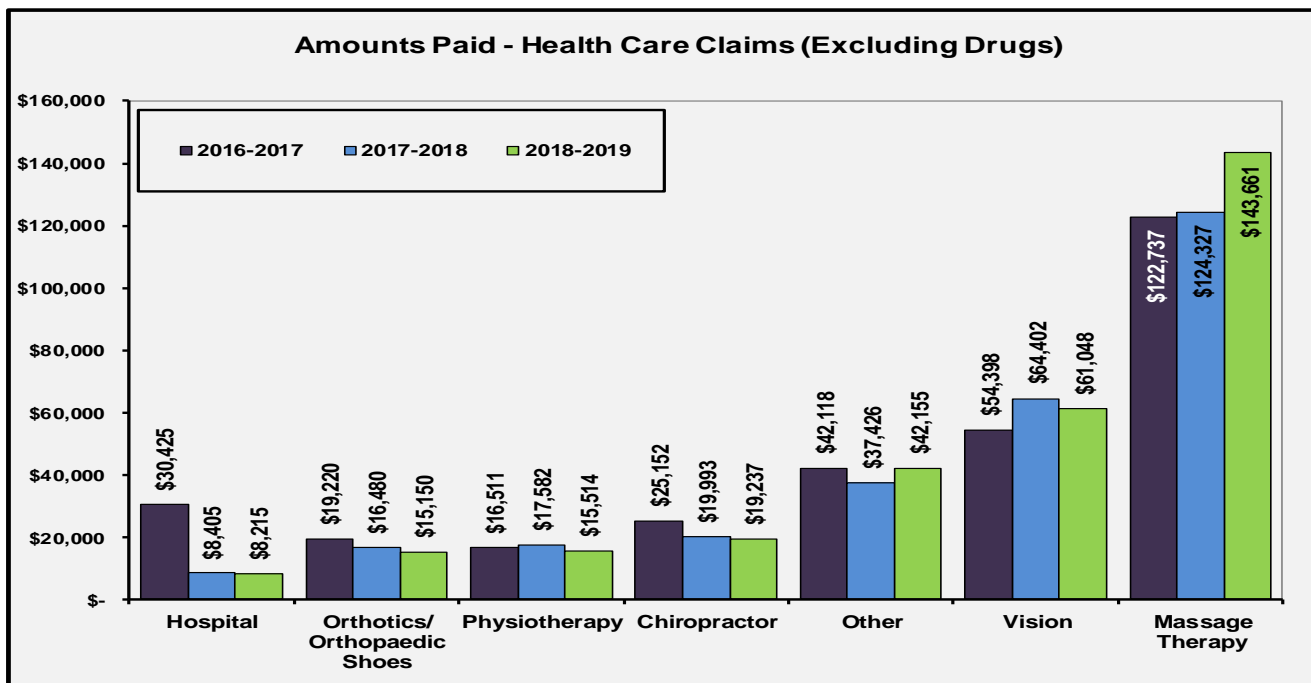
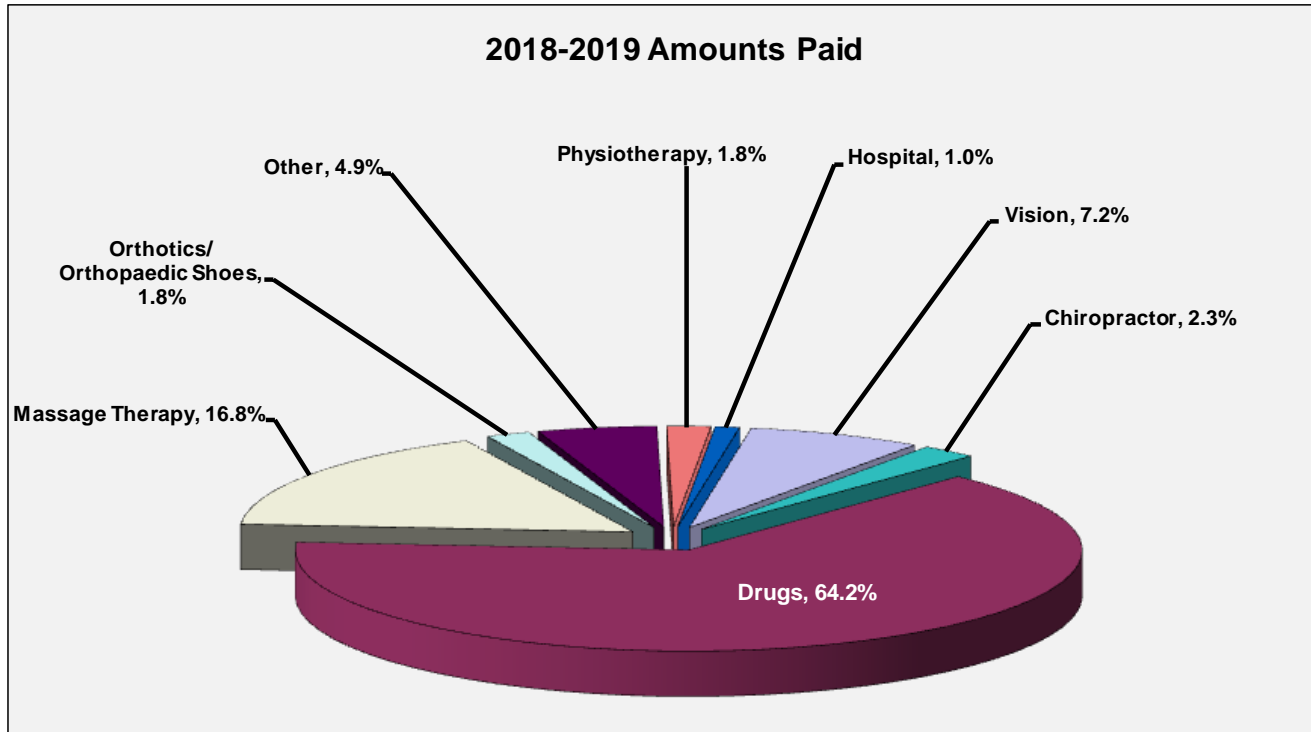
The average amount paid per certificate for the Extended Health Care claims increased during the 2018-2019 Policy Year (by approximately 2% to \$2,268); this follows a reduction of approximately 5% in the 2017-2018 Policy Year. A comparison of the average cost per certificate, on an overall basis under the Extended Health Care, is provided below:

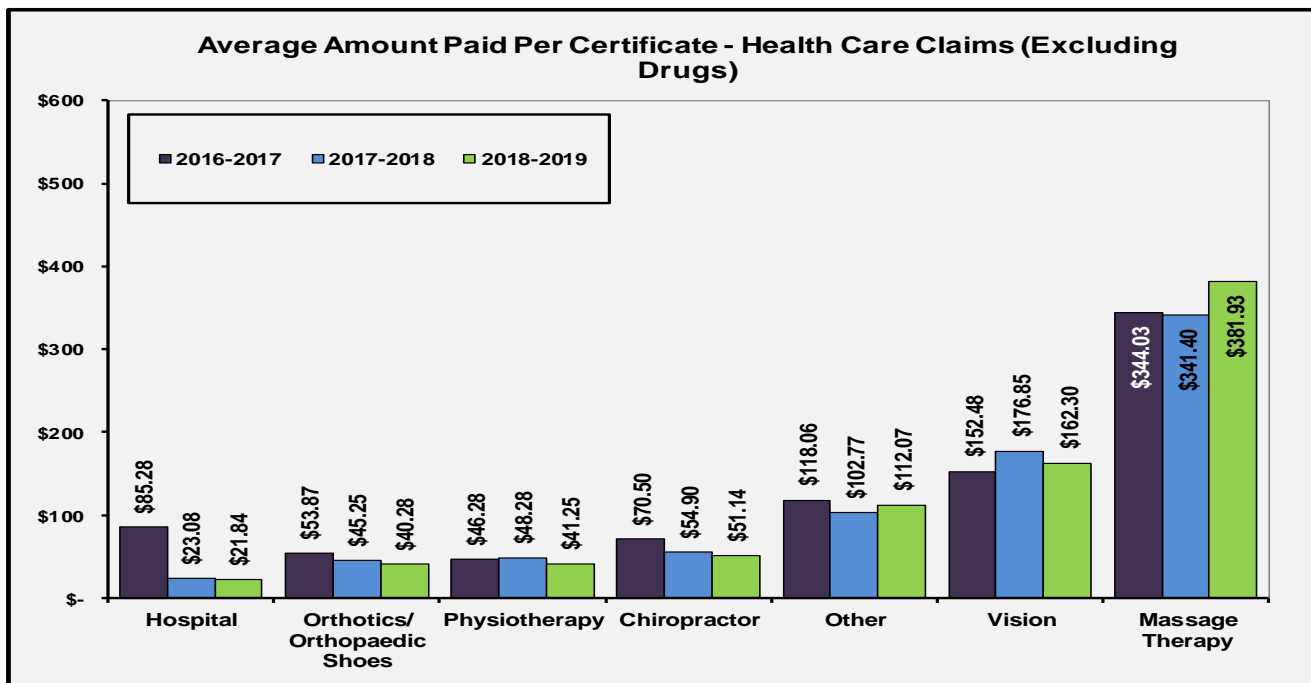
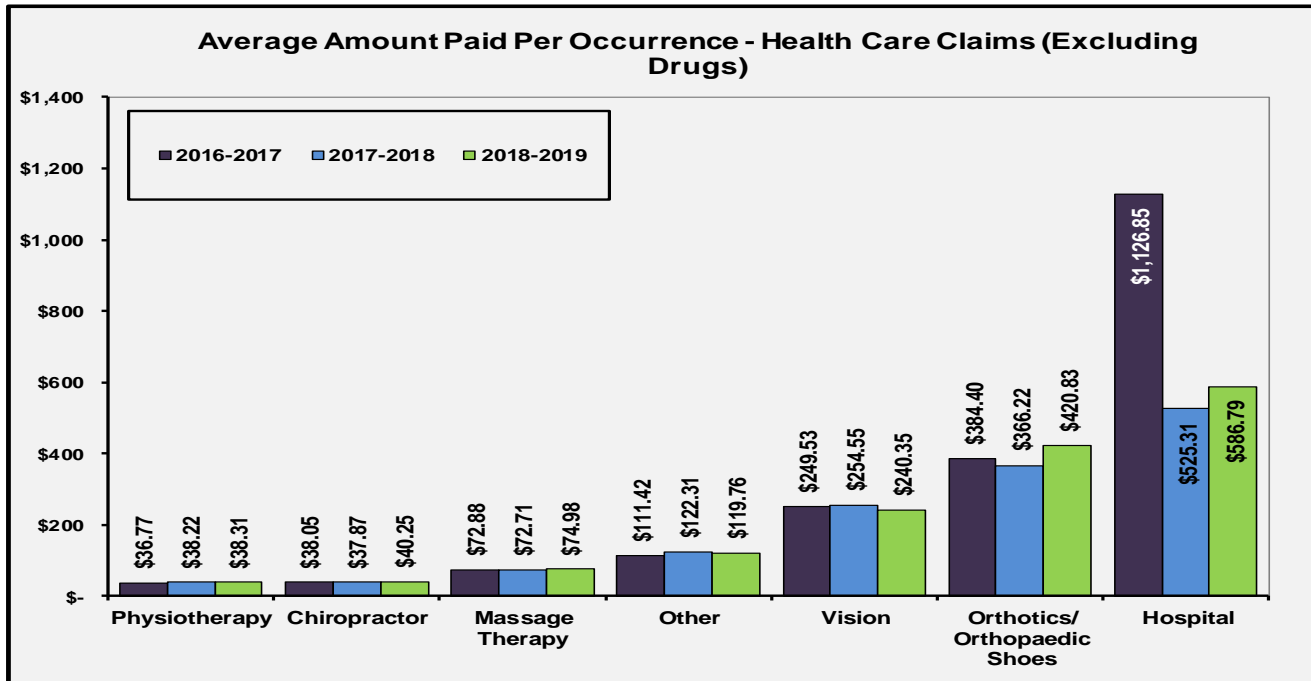






A breakdown of the Extended Health Care claims by claim type, excluding Drugs, is provided below, followed by a comparison of the average amount paid per occurrence, and the average amount paid per certificate:





Drugs were one of the primary drivers behind the increase in the overall Extended Health Care claims level in the 2018-2019 Policy Year, increasing by approximately 5% in comparison with the level in the 2017-2018 Policy Year. Details concerning the Drug claims are discussed in the next section of this report.

In regards to the other Extended Health Care expenses, increased claims levels occurred under the following in the 2018-2019 Policy Year:





1. Massage Therapy claims. The amount of the paid claims for Massage Therapy increased by approximately 16% (or approximately \$19,300) in the 2018-2019 Policy Year. The increased claims level was due to an increase in the number of claims for these services (approximately 12% higher than the previous year) while the average amount paid per claim increased by approximately 3%.
2. "Other" Extended Health Care services and supplies claims. The "Other" category are items or services that are not highlighted as their own category. Examples include but are not limited to; services of a naturopath, podiatrist, psychologist, or osteopath, eye exams and medical equipment such as casts or mobility aids. The amount paid for these claims increased by approximately 13% (or approximately \$4,700) in the 2018-2019 Policy Year. This increased claims level was entirely the result of a greater number of claims for these services and supplies (15% more claims in the 2018-2019 Policy Year than in the 2017-2018 Policy Year), while the average amount paid per occurrence reduced by approximately 2%.

Partially offsetting these increased claims levels were reductions in the claiming levels for the following:

1. Vision Care claims. The amount paid for Vision Care claims decreased by approximately 5% (or approximately \$3,400) in the 2018-2019 Policy Year. This was primarily due entirely to a reduction in the average amount paid per claim (approximately 6% lower than in the preceding year) while the number of claims increased marginally (less than 1%).
2. Physiotherapy claims. The total paid claims for Physiotherapy services decreased by approximately 12% (or \$2,100) in the 2018-2019 Policy Year. This decreased claims level was due entirely to fewer claims for Physiotherapy services (approximately 12% fewer claims than in the preceding year) while the average amount paid per claim remained unchanged.
3. Orthotics/Orthopaedic Shoes claims. These claims decreased by approximately 8% (or \$1,300) during the 2018-2019 Policy Year. The decrease in the level of these claims was generated entirely by fewer claims for these items in the 2018-2019 Policy Year (approximately 20% fewer claims than in the previous year) while the average amount paid per claim increased by approximately 15%.
4. Chiropractor claims. The amount paid for these services in the 2018-2019 Policy Year was approximately 4% (or \$800) lower than in the 2017-2018 Policy Year. This decreased claims level was due entirely to fewer claims for these services in the 2018-2019 Policy year (approximately 10% fewer claims) while the average amount paid per claim increased by approximately 6%.
5. Hospital claims. The amount of the paid claims for Hospital decreased by approximately 2%, or \$200, in the 2018-2019 Policy Year. This decrease was due entirely to fewer hospital claims in the 2018-2019 Policy Year than in the previous year (approximately 13% fewer claims) while the average amount paid per claim increased by approximately 12%.

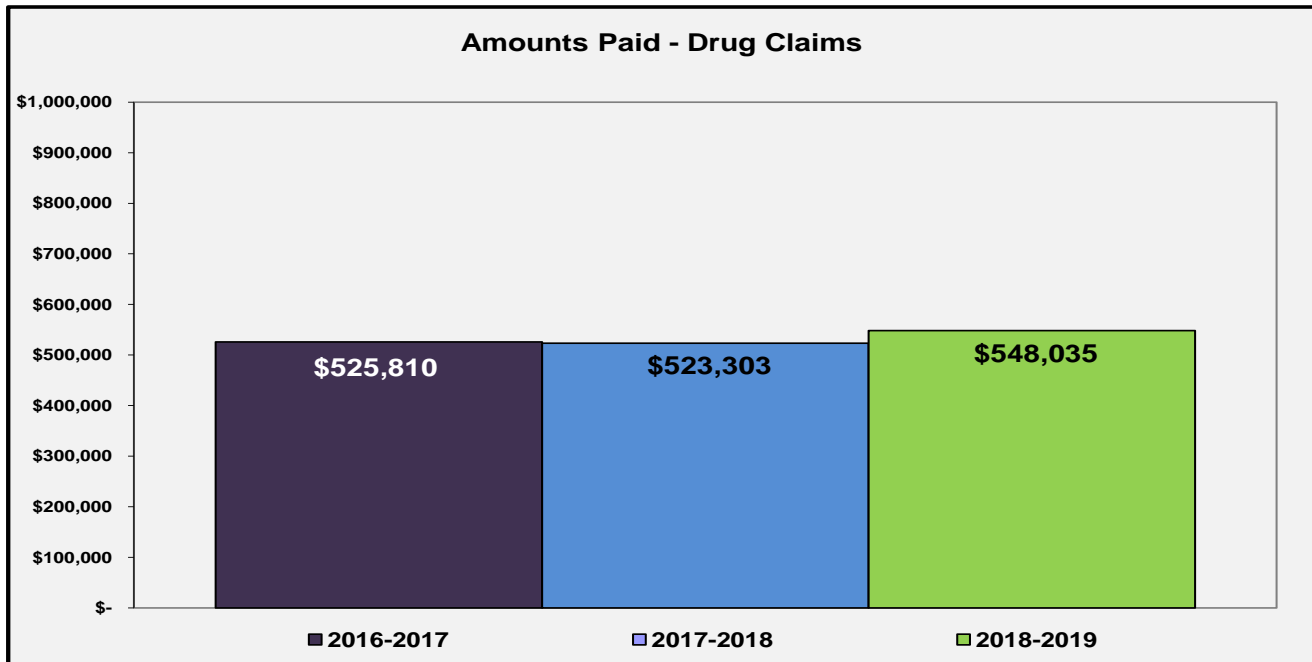
The higher average amount paid per claim suggests that the length of the hospital confinements in the 2018-2019 Policy Year was longer than in the preceding Policy Year.

There do not appear to be any unusual, ongoing claiming trends occurring under the Haldimand County Extended Health Care plan.

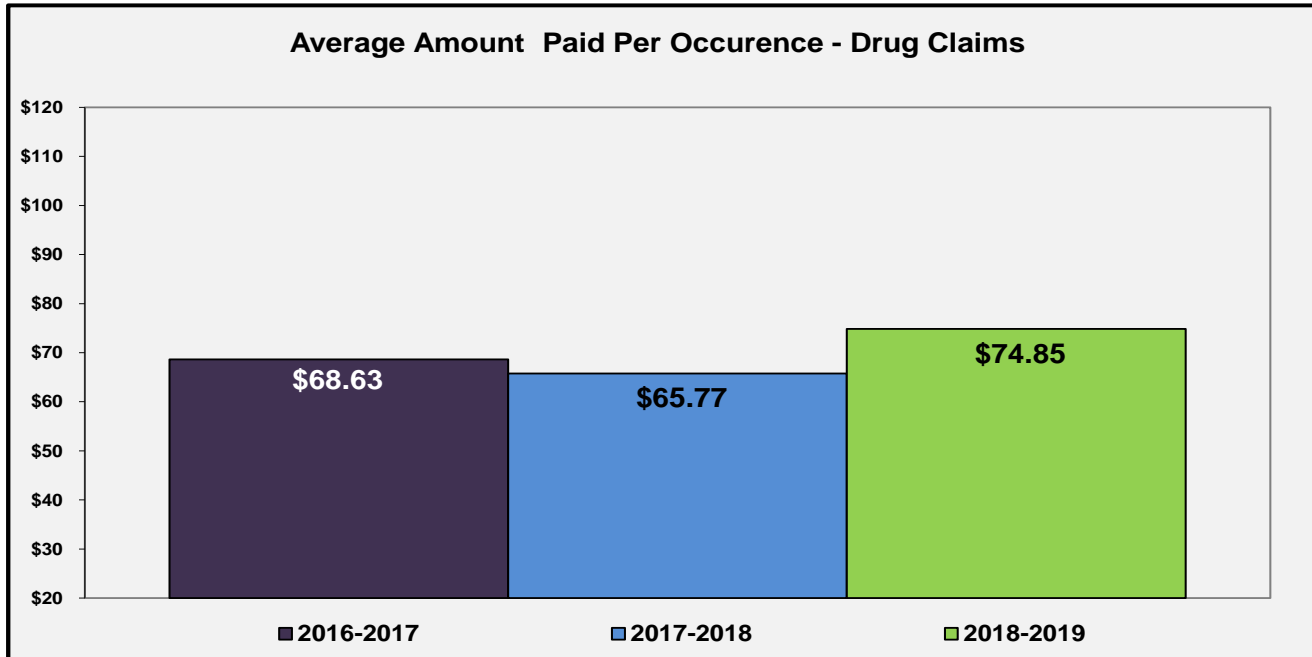
## Drugs

The Drug claims represent the majority of the total Extended Health Care claims under the Haldimand County Extended Health Care plan (approximately 64% of the total Extended Health Care claims during the 2018-2019 Policy Year). The total paid Drug claims in the 2018-2019 Policy Year increased approximately 5% from the total claims in the 2017-2018 Policy Year, as previously noted.



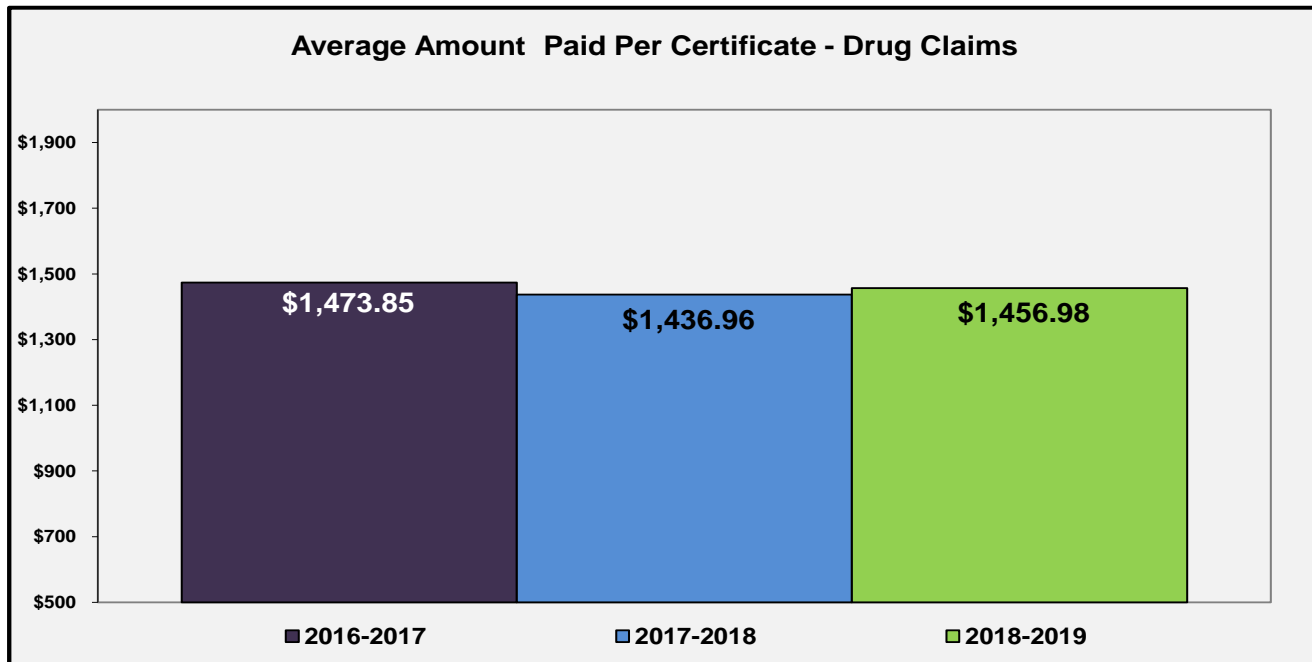


The increase in the amount of the paid Drug claims is the result of an increase in the average amount paid per claim (approximately 14% higher than the average amount paid per claim in the preceding year), as illustrated in the following chart:



The average amount paid per certificate for Drug claims increased in the 2018-2019 Policy Year (approximately 1%, or \$20), as illustrated on the following page:





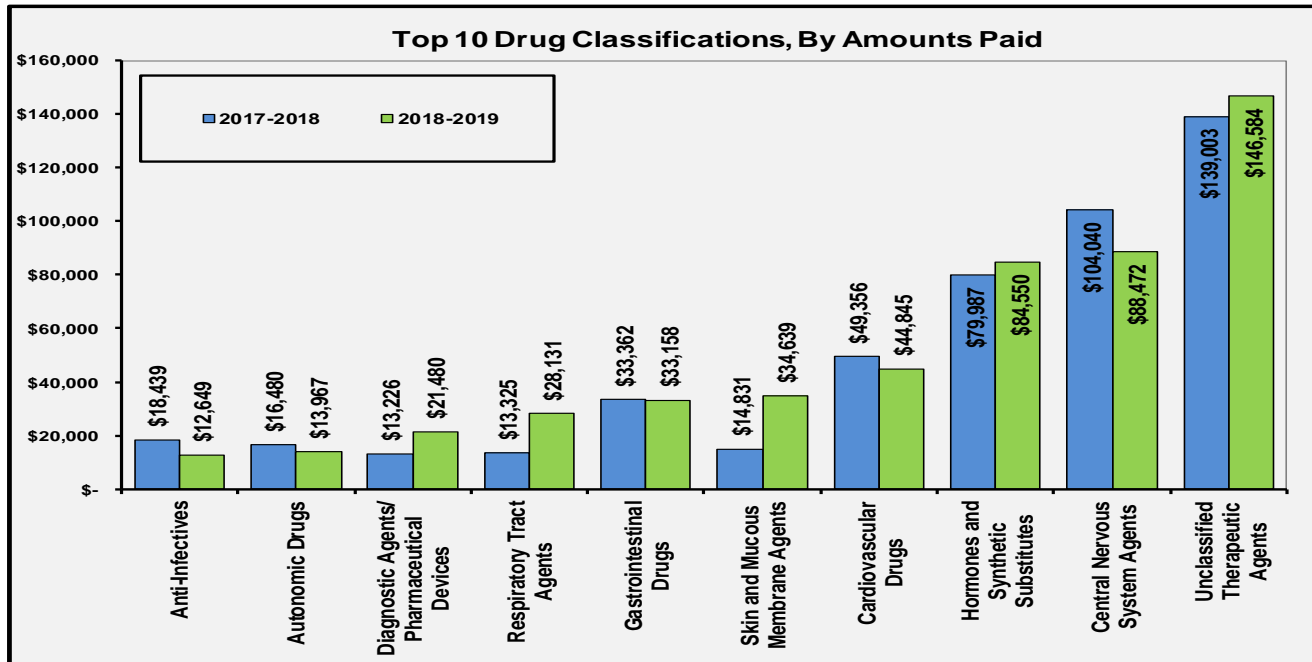
### Drug Classifications

A review of the classifications of the drugs that were paid under the Haldimand County drug plan indicates that the classification for which the highest amount was paid in both the 2018-2019 and 2017-2018 Policy Years was Unclassified Therapeutic Agents. This classification represented approximately 27% of the total paid drug claims in the 2018-2019 Policy Year, and the amount paid for this classification increased by approximately 6% (or \$7,600).

The top 10 Drug Classifications for the 2018-2019 Policy Year, by amount paid, are outlined below:

Drug Classification	2017-2018 Policy Year				2018-2019 Policy Year				One Year Percentage Change
	Amount Paid	Percent Of Total	Rank	Number Of Claims	Amount Paid	Percent Of Total	Rank	Number Of Claims	
Unclassified Therapeutic Agents	\$139,002.74	26.6%	1	221	\$146,584.06	26.7%	1	223	+5.5%
Central Nervous System Agents	104,040.23	19.9%	2	2,826	88,472.13	16.1%	2	2,567	-15.0%
Hormones and Synthetic Substitutes	79,986.66	15.3%	3	988	84,550.01	15.4%	3	862	+5.7%
Cardiovascular Drugs	49,356.19	9.4%	4	1,223	44,844.51	8.2%	4	1,356	-9.1%
Skin and Mucous Membrane Agents	14,830.86	2.8%	8	290	34,638.81	6.3%	5	201	+133.6%
Gastrointestinal Drugs	33,361.70	6.4%	5	458	33,157.75	6.1%	6	426	-0.6%
Respiratory Tract Agents	13,325.35	2.5%	9	31	28,131.02	5.1%	7	32	+111.1%
Diagnostic Agents/ Pharmaceutical Devices	13,225.78	2.5%	10	165	21,479.64	3.9%	8	178	+62.4%
Autonomic Drugs	16,479.54	3.1%	7	326	13,967.18	2.5%	9	291	-15.3%
Anti-Infectives	18,439.04	3.5%	6	657	12,648.98	2.3%	10	474	-31.4%
Other	41,254.93	8.0%		772	39,560.75	7.2%		712	-4.1%





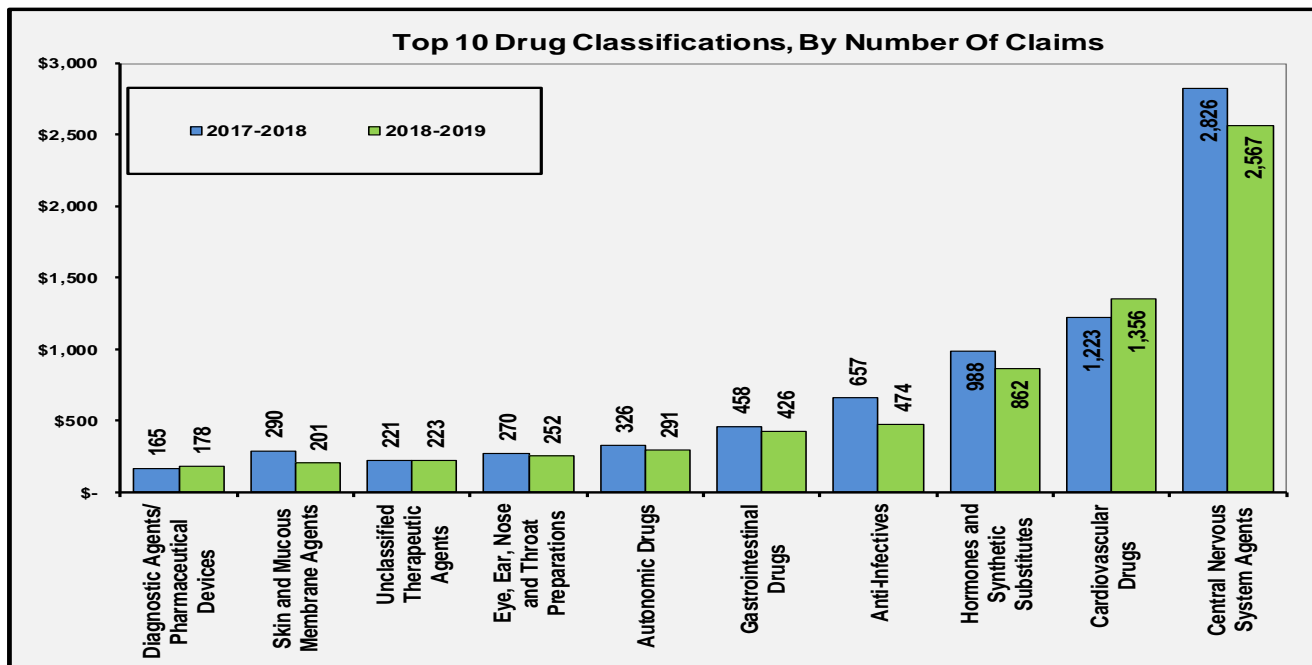
The increase in the level of the overall drug claims was a result of increases in the paid claims for the following:

1. Skin and Mucous Membrane Agents; these claims increased by approximately 134% (or \$19,800).
2. Respiratory Tract Agents (which include drugs used to treat asthma and chronic obstructive pulmonary disease (COPD)); these claims increased by approximately 111% (or \$14,800).
3. Diagnostic Agents/Pharmaceutical Devices (primarily diabetic supplies and glucose testing devices); these claims increased by approximately 62% (or \$8,300).

The top 10 Drug Classifications for the 2018-2019 Policy Year, by number of claims, are outlined below:

Drug Classification	2017-2018 Policy Year				2018-2019 Policy Year				One Year Percentage Change
	Number Of Claims	Percent Of Total	Rank	Amount Paid	Number Of Claims	Percent Of Total	Rank	Amount Paid	
Central Nervous System Agents	2,826	35.5%	1	\$104,040.23	2,567	35.1%	1	\$ 88,472.13	-9.2%
Cardiovascular Drugs	1,223	15.4%	2	49,356.19	1,356	18.5%	2	44,844.51	+10.9%
Hormones and Synthetic Substitutes	988	12.4%	3	79,986.66	862	11.8%	3	84,550.01	-12.8%
Anti-Infectives	657	8.3%	4	18,439.04	474	6.5%	4	12,648.98	-27.9%
Gastrointestinal Drugs	458	5.8%	5	33,361.70	426	5.8%	5	33,157.75	-7.0%
Autonomic Drugs	326	4.1%	6	16,479.54	291	4.0%	6	13,967.18	-10.7%
Eye, Ear, Nose and Throat Preparations	270	3.4%	8	10,714.17	252	3.4%	7	10,204.49	-6.7%
Unclassified Therapeutic Agents	221	2.8%	9	139,002.74	223	3.0%	8	146,584.06	+0.9%
Skin and Mucous Membrane Agents	290	3.6%	7	14,830.86	201	2.7%	9	34,638.81	-30.7%
Diagnostic Agents/ Pharmaceutical Devices	165	2.1%	10	13,225.78	178	2.4%	10	21,479.64	+7.9%
Other	533	6.6%		43,866.11	492	6.7%		57,487.28	-7.7%





The Drug Classification which had the highest number of claims in each of the two Policy Years is Central Nervous System Agents, which includes drugs used to treat pain, depression and anxiety, and sleep disorders.

A significant increase in the number of claims occurred in relation to Cardiovascular Drugs; this was partially offset by reductions in the number of claims for most of the other Drug Classifications.

We note, in regards to Skin and Mucous Membrane Agents and Respiratory Tract Agents, while the amounts of the paid claims for these Drug Classifications increased substantially in the 2018-2019 Policy Year, the number of claims either remained relatively unchanged (Respiratory Tract Agents) or reduced significantly (Skin and Mucous Membrane Agents). This indicates that the drugs used within these Classifications in the 2018-2019 Policy Year were more expensive than in the previous year.

The breakdowns of the Drug Classifications, both in regards to the Top 10 by amounts paid and the Top 10 by the number of claims, are within the expected parameters, and are representative of those used by an aging employee population.

### Specific Drugs

A review of the specific drugs which were paid under the Haldimand County drug plan indicates that the drug for which the highest amount was paid in the 2018-2019 Policy Year was Remicade Injection, a drug used in the treatment of moderate-to-severe Crohn's disease, ankylosing spondylitis and moderate-to-severe rheumatoid arthritis. This drug was ranked #2 in the 2017-2018 Policy Year.

The drug for which the highest amount was paid in the 2017-2018 Policy year, Stelara Injection (used in the treatment of chronic, moderate-to-severe plaque psoriasis) was ranked #2 in the 2018-2019 Policy Year.

The top 30 drugs, by amount paid, in the 2018-2019 Policy Year are outlined on the following page.



## TOP 30 DRUGS IN THE 2018-2019 POLICY YEAR, BY AMOUNT PAID, IN RANKING ORDER

Drug	Drug Classification	2017-2018 Policy Year				2018-2019 Policy Year				One Year Change
		Amount Paid	Percent Of Total	Rank	Number Of Claims	Amount Paid	Percent Of Total	Rank	Number Of Claims	
Remicade Injection	Unclassified Therapeutic Agents	\$ 37,930.10	7.2%	2	9	\$ 45,200.34	8.2%	1	12	+19.2%
Stelara Injection	Unclassified Therapeutic Agents	45,794.00	8.8%	1	9	25,349.32	4.6%	2	5	-44.6%
Xolair Injection	Respiratory Tract Agents	11,573.52	2.2%	7	8	24,852.71	4.5%	3	11	+114.7%
Tremfya Injection	Skin and Mucous Membrane Agents					23,441.15	4.3%	4	6	
Diabetic Supplies	Diagnostic Agents/Pharmaceutical Devices	13,225.78	2.5%	5	165	21,029.64	3.8%	5	177	+59.0%
Avonex Injection	Unclassified Therapeutic Agents	24,313.34	4.6%	3	12	20,917.37	3.8%	6	11	-14.0%
Xeljanz Tablet	Unclassified Therapeutic Agents	12,889.80	2.5%	6	8	20,912.29	3.8%	7	5	+62.2%
Insulin	Hormones and Synthetic Substitutes	19,299.78	3.7%	4	98	17,492.15	3.2%	8	93	-9.4%
Kuvan Tablet	Unclassified Therapeutic Agents					15,656.26	2.9%	9	4	
Saxenda Injection	Hormones and Synthetic Substitutes					8,400.66	1.5%	10	20	
Oxyneo Tablet	Central Nervous System Agents	4,457.06	0.9%	16	33	6,694.02	1.2%	11	46	+50.2%
Esomeprazole Tablet	Gastrointestinal Drugs	6,196.33	1.2%	11	38	6,640.30	1.2%	12	47	+7.2%
Janumet Tablet	Hormones and Synthetic Substitutes	6,326.10	1.2%	9	30	5,812.69	1.1%	13	27	-8.1%
Salofalk Tablet	Gastrointestinal Drugs	4,673.11	0.9%	15	29	5,447.65	1.0%	14	31	+16.6%
Concerta ER Tablet	Central Nervous System Agents					4,481.06	0.8%	15	36	
Januvia Tablet	Hormones and Synthetic Substitutes	4,228.97	0.8%	17	21	4,465.34	0.8%	16	17	+5.6%
Eliquis Tablet	Blood Formation, Coagulation, Thrombosis					4,024.84	0.7%	17	16	
Jardiance Tablet	Hormones and Synthetic Substitutes	2,905.38	0.6%	27	24	3,894.91	0.7%	18	16	+34.1%
Pantoprazole Tablet	Gastrointestinal Drugs	3,982.37	0.8%	18	130	3,454.69	0.6%	19	128	-13.3%
Naproxen Tablet	Central Nervous System Agents					3,412.32	0.6%	20	87	
Fetzima Capsule	Central Nervous System Agents					3,078.56	0.6%	21	16	
Xarelto Tablet	Blood Formation, Coagulation, Thrombosis	2,865.39	0.5%	28	15	2,793.73	0.5%	22	13	-2.5%
Shingrix Vaccine	Serums, Toxoids, and Vaccines					2,713.02	0.5%	23	18	
Rosuvastatin Tablet	Cardiovascular Drugs	3,908.37	0.7%	19	137	2,691.80	0.5%	24	129	-31.1%
Venlafaxine Capsule	Central Nervous System Agents	3,452.76	0.7%	21	123	2,541.81	0.5%	25	128	-26.4%
Mometasone Aqueous	Eye, Ear, Nose and Throat Preparations					2,539.61	0.5%	26	74	
Avamys Nasal Spray	Eye, Ear, Nose and Throat Preparations					2,506.37	0.5%	27	49	
Cetirizine Tablet	Antihistamine Drugs	2,488.07	0.5%	30	78	2,472.03	0.5%	28	84	-0.6%
Rizatriptan ODT Tablet	Central Nervous System Agents					2,444.58	0.4%	29	22	
Prevacid Fastab	Gastrointestinal Drugs					2,378.88	0.4%	30	12	
<b>TOTAL - TOP 30 DRUGS</b>		<b>\$210,510.23</b>	<b>40.3%</b>		<b>967</b>	<b>\$297,740.10</b>	<b>54.2%</b>		<b>1,340</b>	
<b>TOTAL - ALL DRUGS</b>		<b>\$523,303.00</b>			<b>7,957</b>	<b>\$548,035.00</b>			<b>7,322</b>	





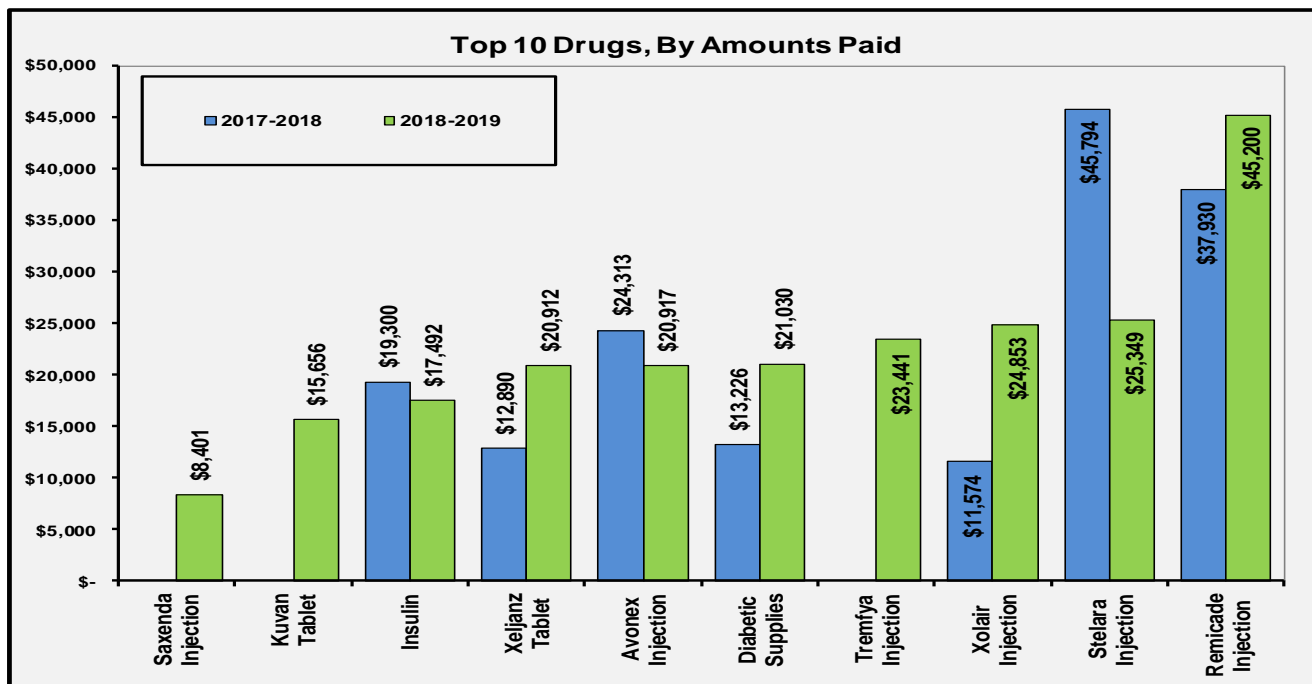


The drugs in the top 10 (based on the amounts paid in the 2018-2019 Policy Year ranking) included:

- two drugs for the treatment of rheumatoid arthritis (Remicade Injection and Xeljanz Tablet, ranked #1 and #7 respectively in the 2018-2019 Policy Year)(Remicade Injection is also used in the treatment of Crohn's disease, ankylosing spondylitis);
- two drugs used in the treatment of chronic, moderate-to-severe plaque psoriasis (Stelara Injection and Tremfya Injection, ranked #2 and #4 respectively in the 2018-2019 Policy Year);
- one drug used in the treatment of allergic asthma (Xolair Injection, ranked #3 in the 2018-2019 Policy Year);
- one drug used in the treatment of relapsing forms of multiple sclerosis (MS) (Avonex Injection, ranked #6 in the 2018-2019 Policy Year);
- one drug used in the treatment of phenylketonuria (PKU, a genetic disorder in which the body can't process a protein called phenylalanine); (Kuvan Tablet, ranked #9 in the 2018-2019 Policy Year);
- one drug used in the long term management of body weight in individuals who also have another weight-related illness (Saxenda Injection, ranked #10 in the 2018-2019 Policy Year); and
- insulin and diabetic supplies (ranked #5 and #8 respectively in the 2018-2019 Policy Year).

We note, of the top 30 drugs by amount paid, eight were generic drugs.

The top 10 drugs represented approximately 40% of the total drug claims during the 2018-2019 Policy Year. A comparison of the amounts paid for the top 10 drugs in the past 2 Policy Years is provided below:



In the 2018-2019 Policy Year the highest number of claims was for Diabetic Supplies; these were also ranked #1 in the 2017-2018 Policy Year.

The top 30 drugs, by number of claims, in the 2018-2019 Policy Year are outlined on the following page.



## TOP 30 DRUGS IN THE 2018-2019 POLICY YEAR, BY NUMBER OF CLAIMS, IN RANKING ORDER

Drug	Drug Classification	2017-2018 Policy Year				2018-2019 Policy Year				One Year Change
		Number Of Claims	Percent Of Total	Rank	Amount Paid	Number Of Claims	Percent Of Total	Rank	Amount Paid	
Diabetic Supplies	Diagnostic Agents/Pharmaceutical Devices	165	2.10%	1	\$ 13,225.78	177	2.40%	1	\$ 21,029.64	+7.3%
Rosuvastatin Tablet	Cardiovascular Drugs	137	1.70%	4	3,908.37	129	1.80%	2	2,691.80	-5.8%
Pantoprazole Tablet	Gastrointestinal Drugs	130	1.60%	5	3,982.37	128	1.70%	3	3,454.69	-1.5%
Venlafaxine Capsule	Central Nervous System Agents	123	1.50%	7	3,452.76	128	1.70%	4	2,541.81	+4.1%
Aspirin Tablet	Central Nervous System Agents	100	1.30%	10	1,683.46	115	1.60%	5	1,931.70	+15.0%
Cymbalta DR Capsule	Central Nervous System Agents	56	0.70%	24	915.73	94	1.30%	6	1,614.79	+67.9%
Insulin	Hormones and Synthetic Substitutes	98	1.20%	11	19,299.78	93	1.30%	7	17,492.15	-5.1%
Ramipril Tablet	Cardiovascular Drugs	117	1.50%	8	2,133.53	92	1.30%	8	1,371.96	-21.4%
Synthroid Tablet	Hormones and Synthetic Substitutes	94	1.20%	14	1,501.89	92	1.30%	9	1,523.31	-2.1%
Naproxen Tablet	Central Nervous System Agents					87	1.20%	10	3,412.32	
Zopiclone Tablet	Central Nervous System Agents	90	1.10%	16	2,071.46	87	1.20%	11	2,211.33	-3.3%
Cetirizine Tablet	Antihistamine Drugs	78	1.00%	18	2,488.07	84	1.10%	12	2,472.03	+7.7%
Lorazepam Tablet	Central Nervous System Agents	98	1.20%	13	1,208.56	82	1.10%	13	1,103.91	-16.3%
Pregabalin Capsule	Central Nervous System Agents	77	1.00%	19	2,001.13	82	1.10%	14	1,568.95	+6.5%
Amoxicillin Capsule	Anti-Infectives	161	2.00%	3	2,933.35	80	1.10%	15	1,335.30	-50.3%
Atenolol Tablet	Cardiovascular Drugs	52	0.70%	28	756.84	80	1.10%	16	1,174.17	+53.8%
Atorvastatin Tablet	Cardiovascular Drugs	100	1.30%	9	3,046.95	76	1.00%	17	1,526.61	-24.0%
Oxycocet Tablet	Central Nervous System Agents	75	0.90%	20	1,481.54	75	1.00%	18	1,438.71	+0.0%
Escitalopram Tablet	Central Nervous System Agents	128	1.60%	6	4,891.30	74	1.00%	19	2,008.33	-42.2%
Metformin Tablet	Hormones and Synthetic Substitutes	98	1.20%	12	1,607.32	74	1.00%	20	1,354.90	-24.5%
Mometasone Aqueous	Eye, Ear, Nose and Throat Preparations	67	0.80%	22	2,312.72	74	1.00%	21	2,539.61	+10.4%
Kadian SR Capsule	Central Nervous System Agents					72	1.00%	22	338.90	
Bupropion Tablet	Central Nervous System Agents	51	0.60%	29	1,403.95	70	1.00%	23	1,752.62	+37.3%
Valacyclovir Tablet	Anti-Infectives	50	0.60%	30	1,708.91	67	0.90%	24	1,977.70	+34.0%
Quetiapine Tablet	Central Nervous System Agents					62	0.80%	25	808.13	
Amlodipine Tablet	Cardiovascular Drugs	53	0.70%	27	1,030.66	59	0.80%	26	943.19	+11.3%
Lenoltec Tablet	Central Nervous System Agents	74	0.90%	21	951.68	51	0.70%	27	594.59	-31.1%
Avamys Nasal Spray	Eye, Ear, Nose and Throat Preparations					49	0.70%	28	2,506.37	
Esomeprazole Tablet	Gastrointestinal Drugs					47	0.60%	29	6,640.30	
Statex Tablet	Central Nervous System Agents					47	0.60%	30	134.66	
<b>TOTAL - TOP 30 DRUGS</b>		<b>2,272</b>	<b>28.4%</b>		<b>\$ 79,998.11</b>	<b>2,527</b>	<b>34.4%</b>		<b>\$ 91,494.48</b>	
<b>TOTAL - ALL DRUGS</b>		<b>7,957</b>			<b>\$523,303.00</b>	<b>7,322</b>			<b>\$548,035.00</b>	





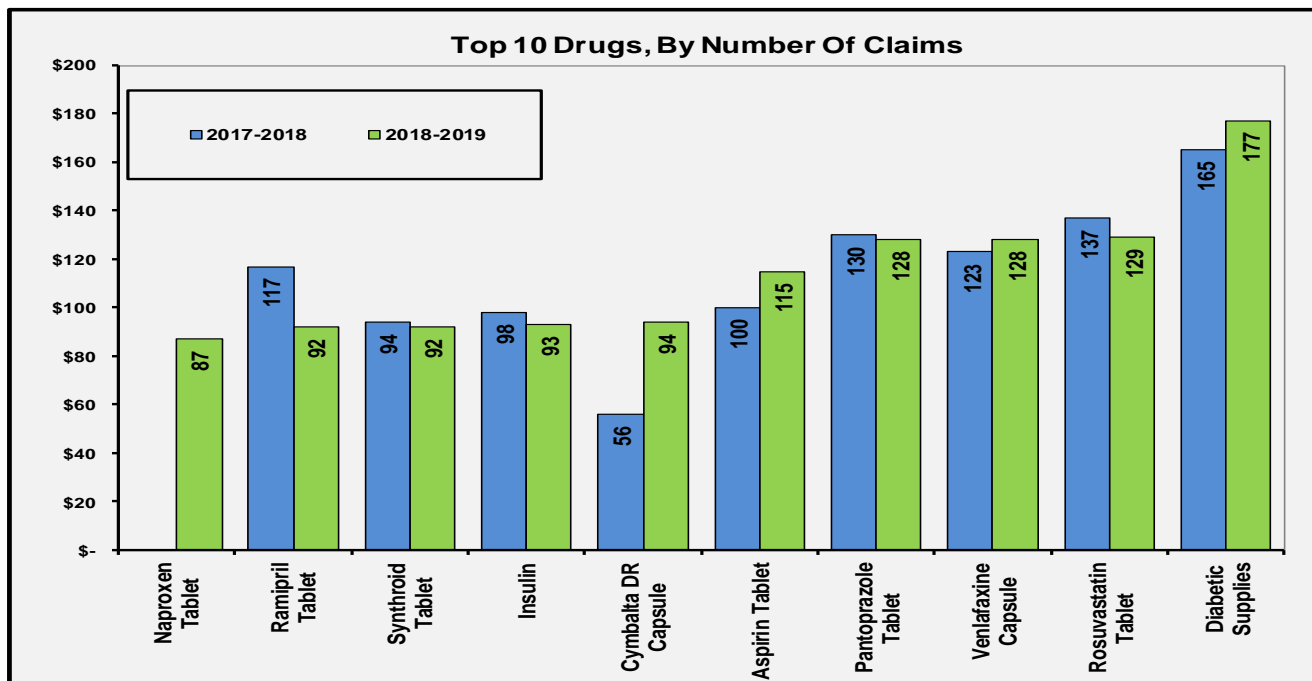
The drugs in the top 10 (based on the number of claims in the 2018-2019 Policy Year ranking) included:

- diabetic supplies and insulin (ranked #1 and #7 respectively in the 2018-2019 Policy Year);
- two antidepressants (Venlafaxine Capsule and Cymbalta Capsule, ranked #4 and #6 respectively in the 2018-2019 Policy Year);
- one drug used in the treatment of high cholesterol levels (Rosuvastatin Tablet, ranked #2 in the 2018-2019 Policy Year);
- one drug used in the treatment and maintenance of gastro-esophageal reflux disease (GERD) and ulcers (Pantoprazole Tablet, ranked #3 in the 2018-2019 Policy Year);
- one drug used to prevent heart attacks and strokes (Aspirin Tablet, ranked #5 in the 2018-2019 Policy Year);
- one drug used in the treatment of high blood pressure (Ramipril Tablet, ranked #8 in the 2018-2019 Policy Year);
- one drug used in the treatment of the symptoms of low thyroid hormone such as weight gain, sensitivity to cold, lack of energy, and dry skin (Synthroid Tablet, ranked #9 in the 2018-2019 Policy Year); and
- one drug used in the treatment of rheumatoid arthritis and osteoarthritis (Naproxen Tablet, ranked #10 in the 2018-2019 Policy Year).

Diabetic Supplies and insulin appear in both the top 10 drugs based on the amount paid and the top 10 drugs based on the number of claims, in the 2018-2019 Policy Year.

We note, of the top 30 drugs by number of claims in the 2018-2019 Policy Year, 23 were generic drugs.

The top 10 drugs represented approximately 16% of the total number of drug claims during the 2018-2019 Policy Year. A comparison of the amounts paid for the top 10 drugs in the past 2 Policy Years is provided below:





A summary of the uses for the top 30 drugs (based both on amount paid and number of claims) in the 2018-2019 Policy Year is provided below and the following page:

Drug	Drug Classification	Common Use
Amlodipine Tablet	Cardiovascular Drugs	treatment of high blood pressure and angina (generic)
Amoxicillin Capsule	Anti-Infectives	antibiotic (generic)
Aspirin Tablet	Central Nervous System Agents	prevention of heart attacks and strokes
Atenolol Tablet	Cardiovascular Drugs	treatment of high blood pressure and angina (generic)
Atorvastatin Tablet	Cardiovascular Drugs	cholesterol reduction (generic)
Avamys Nasal Spray	Eye, Ear, Nose and Throat Preparations	treatment of the seasonal or perennial (year-round) allergies
Avonex Injection	Unclassified Therapeutic Agents	treatment of relapsing forms of multiple sclerosis (MS)
Bupropion Tablet	Central Nervous System Agents	antidepressant (generic)
Cetirizine Tablet	Antihistamine Drugs	treatment of the symptoms associated with seasonal allergies (generic)
Concerta ER Tablet	Central Nervous System Agents	treatment of attention deficit hyperactivity disorder (ADHD)
Cymbalta DR Capsule	Central Nervous System Agents	antidepressant
Eliquis Tablet	Blood Formation, Coagulation, Thrombosis	prevention of blood clots in individuals who have had total hip replacement or knee replacement surgery, and prevention strokes or blood clots in individuals with atrial fibrillation
Escitalopram Tablet	Central Nervous System Agents	antidepressant, and used to treat generalized anxiety disorder (generic)
Esomeprazole Tablet	Gastrointestinal Drugs	proton pump inhibitor to treat and maintain healing of gastro-esophageal reflux disease (GERD) and ulcers (generic)
Fetzima Capsule	Central Nervous System Agents	antidepressant
Janumet Tablet	Hormones and Synthetic Substitutes	treatment of type 2 diabetes
Januvia Tablet	Hormones and Synthetic Substitutes	treatment of type 2 diabetes
Jardiance Tablet	Hormones and Synthetic Substitutes	treatment of type 2 diabetes
Kadian SR Capsule	Central Nervous System Agents	treatment of severe chronic pain
Kuvan Tablet	Unclassified Therapeutic Agents	treatment of phenylketonuria (PKU, a genetic disorder in which the body can't process part of a protein called phenylalanine (Phe); it can damage the brain and cause severe intellectual disability)
Lenoltec Tablet	Central Nervous System Agents	treatment of mild-to-moderate pain
Lorazepam Tablet	Central Nervous System Agents	short-term relief of the symptoms of excessive anxiety
Metformin Tablet	Hormones and Synthetic Substitutes	treatment of type 2 diabetes (generic)
Mometasone Aqueous	Eye, Ear, Nose and Throat Preparations	treatment of seasonal and perennial (year-round) allergic rhinitis (generic)





Drug	Drug Classification	Common Use
Naproxen Tablet	Central Nervous System Agents	treatment of rheumatoid arthritis and osteoarthritis (generic)
Oxycocet Tablet	Central Nervous System Agents	treatment of moderate to moderately severe pain, and of fever (generic)
Oxyneo Tablet	Central Nervous System Agents	treatment of severe pain
Pantoprazole Tablet	Gastrointestinal Drugs	proton pump inhibitor to treat and maintain healing of gastro-esophageal reflux disease (GERD) and ulcers (generic)
Pregabalin Capsule	Central Nervous System Agents	treatment of neuropathic pain associated with diabetic peripheral neuropathy (pain from damaged nerves due to diabetes) and postherpetic neuralgia (persisting pain following healing of the rash due to shingles) (generic)
Prevacid Fastab	Gastrointestinal Drugs	proton pump inhibitor to treat and maintain healing of gastro-esophageal reflux disease (GERD) and ulcers
Quetiapine Tablet	Central Nervous System Agents	treatment of schizophrenia and bipolar disorder (generic)
Ramipril Tablet	Cardiovascular Drugs	treatment of high blood pressure (generic)
Remicade Injection	Unclassified Therapeutic Agents	treatment of moderate-to-severe Crohn's disease, ankylosing spondylitis and moderate-to-severe rheumatoid arthritis
Rizatriptan ODT Tablet	Central Nervous System Agents	treatment of migraine headaches with or without aura (generic)
Rosuvastatin Tablet	Cardiovascular Drugs	cholesterol reduction (generic)
Salofalk Tablet	Gastrointestinal Drugs	treatment of mild-to-moderate ulcerative colitis and mild-to-moderate Crohn's disease
Saxenda Injection	Hormones and Synthetic Substitutes	management (long term) of body weight in individuals who also have another weight-related illness, such as high blood pressure or type 2 diabetes
Shingrix Vaccine	Serums, Toxoids, and Vaccines	vaccine against shingles
Statex Tablet	Central Nervous System Agents	treatment of severe pain
Stelara Injection	Unclassified Therapeutic Agents	treatment of chronic, moderate-to-severe plaque psoriasis
Synthroid Tablet	Hormones and Synthetic Substitutes	treatment of the symptoms of low thyroid hormone such as weight gain, sensitivity to cold, lack of energy, and dry skin
Tremfya Injection	Skin and Mucous Membrane Agents	treatment of moderate to severe plaque psoriasis
Valacyclovir Tablet	Anti-Infectives	treatment of shingles (herpes zoster) and treatment and prevention of recurrences of genital herpes
Venlafaxine Capsule	Central Nervous System Agents	antidepressant (generic)
Xarelto Tablet	Blood Formation, Coagulation, Thrombosis	prevention of blood clots for people who have had total hip replacement or knee replacement surgery and for people who have had a deep vein thrombosis or pulmonary embolism
Xeljanz Tablet	Unclassified Therapeutic Agents	treatment of rheumatoid arthritis
Xolair Injection	Respiratory Tract Agents	treatment of allergic asthma
Zopiclone Tablet	Central Nervous System Agents	short-term treatment of sleep disturbances

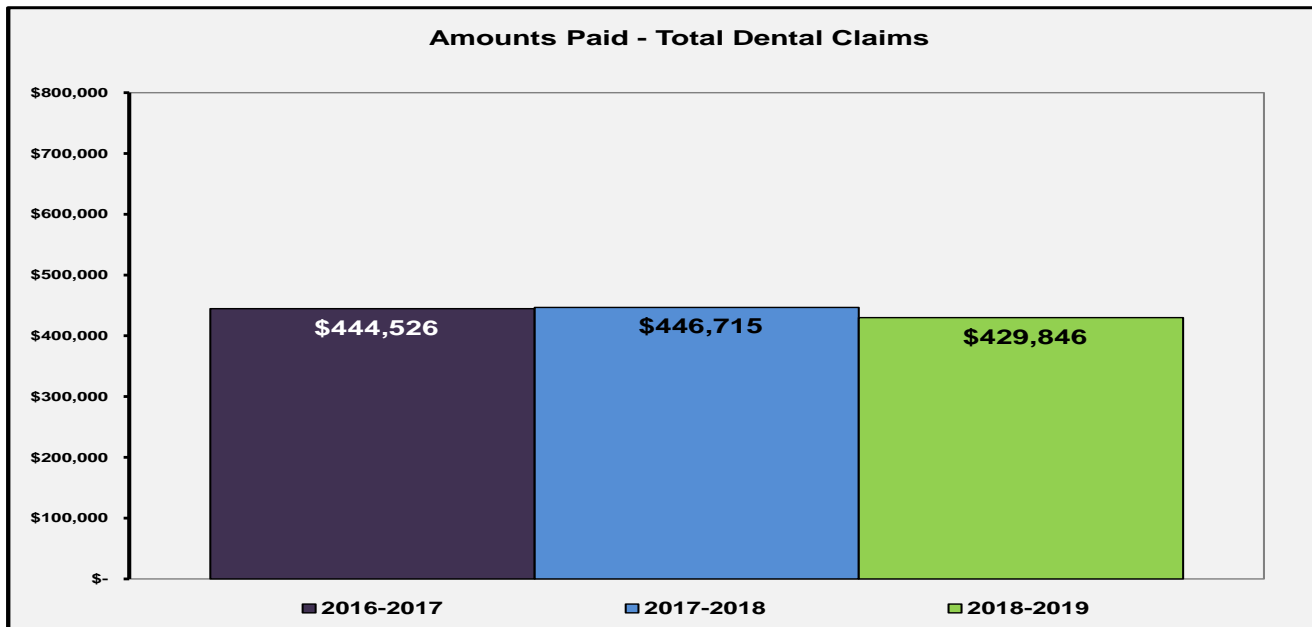




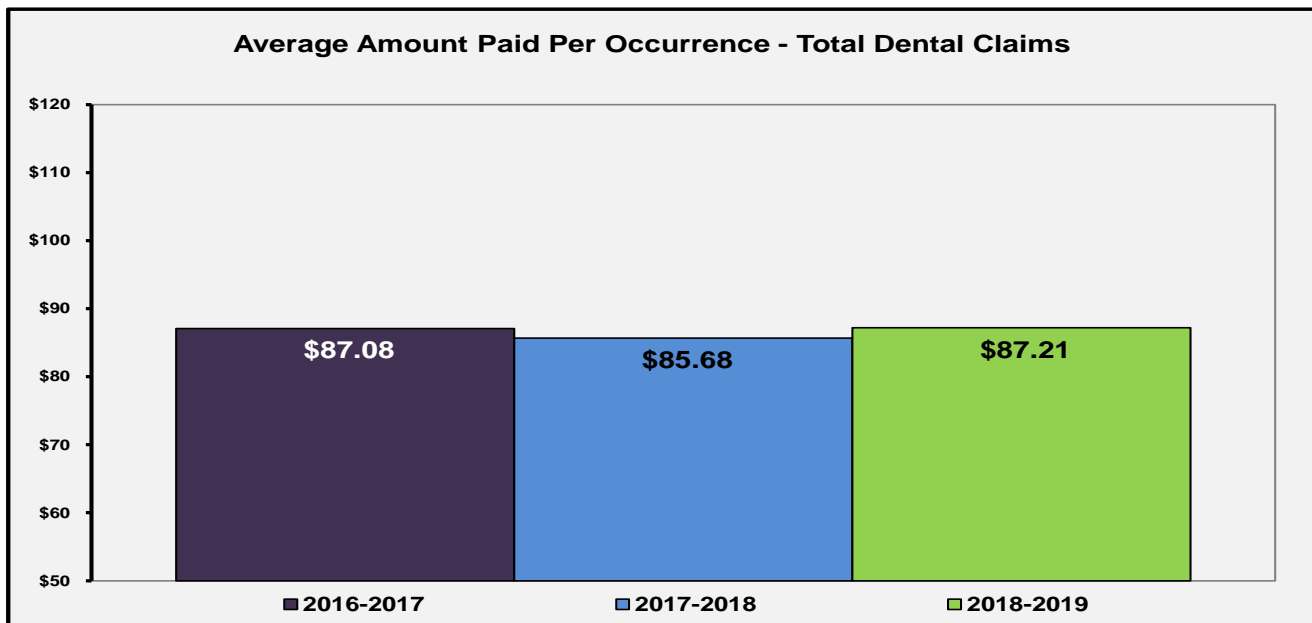
## Dental

The aggregate Dental claims for Haldimand County reduced by approximately 4% in the 2018-2019 Policy Year, when compared to the claims level exhibited in the 2017-2018 Policy Year. This follows an increase of less than 1% in the 2017-2018 Policy Year.

A comparison of the total amount of the Dental claims paid in the 2018-2019 Policy Year and in the two preceding Policy Years is provided below:

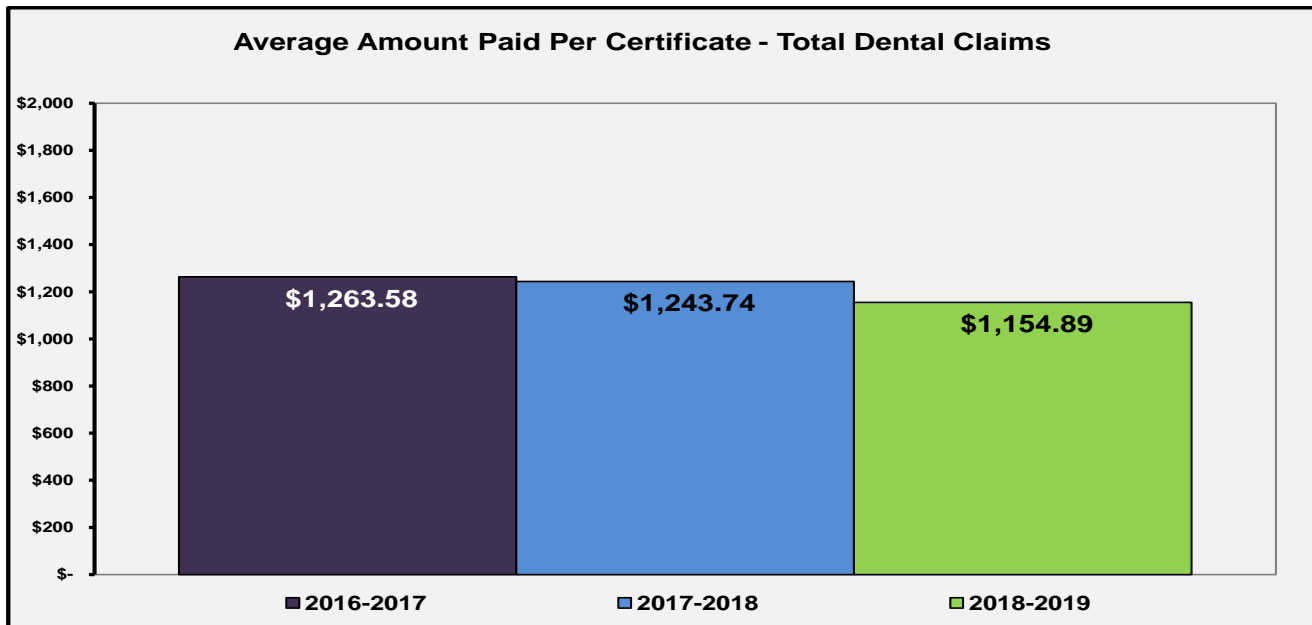


The average amount paid per occurrence for the Dental claims increased during the 2018-2019 Policy Year (by approximately 2%), after having decreased by approximately 2% in the 2017-2018 Policy Year.

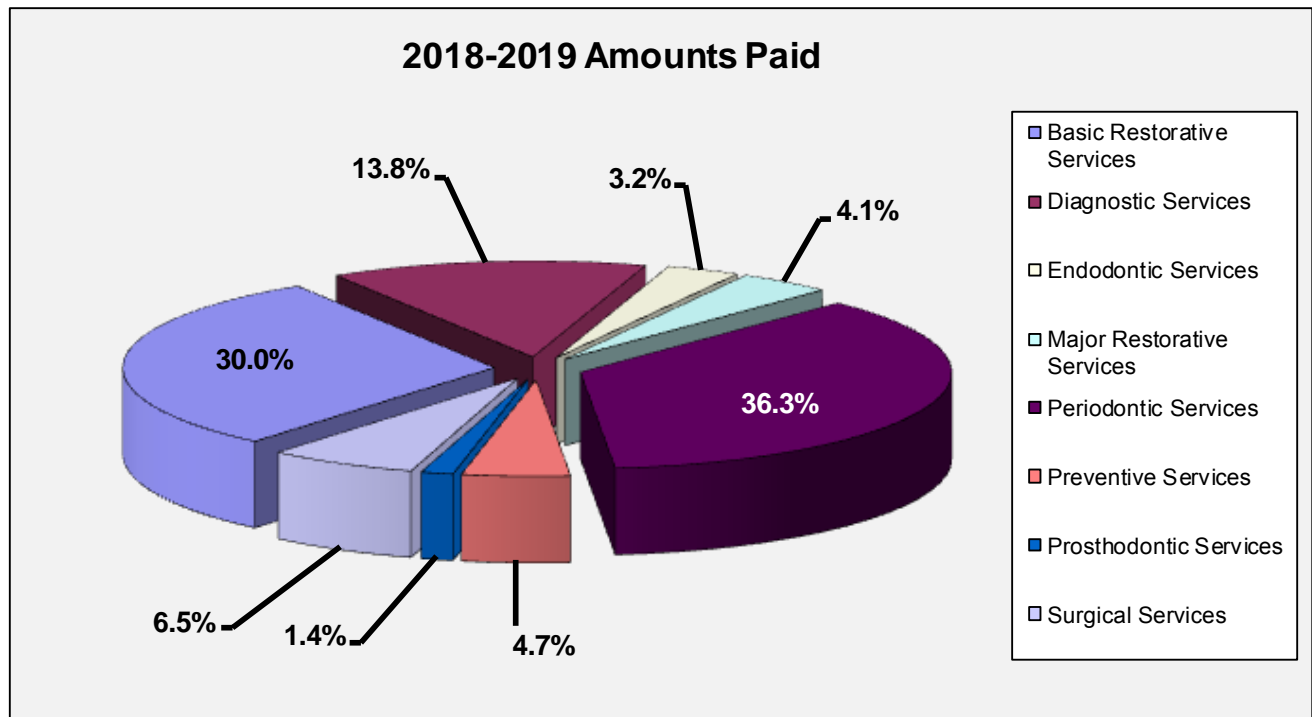




The average amount paid per certificate for the Dental claims reduced during the 2018-2019 Policy Year (by approximately 7% to \$1,155), after having reduced by approximately 2% in the previous Policy Year.

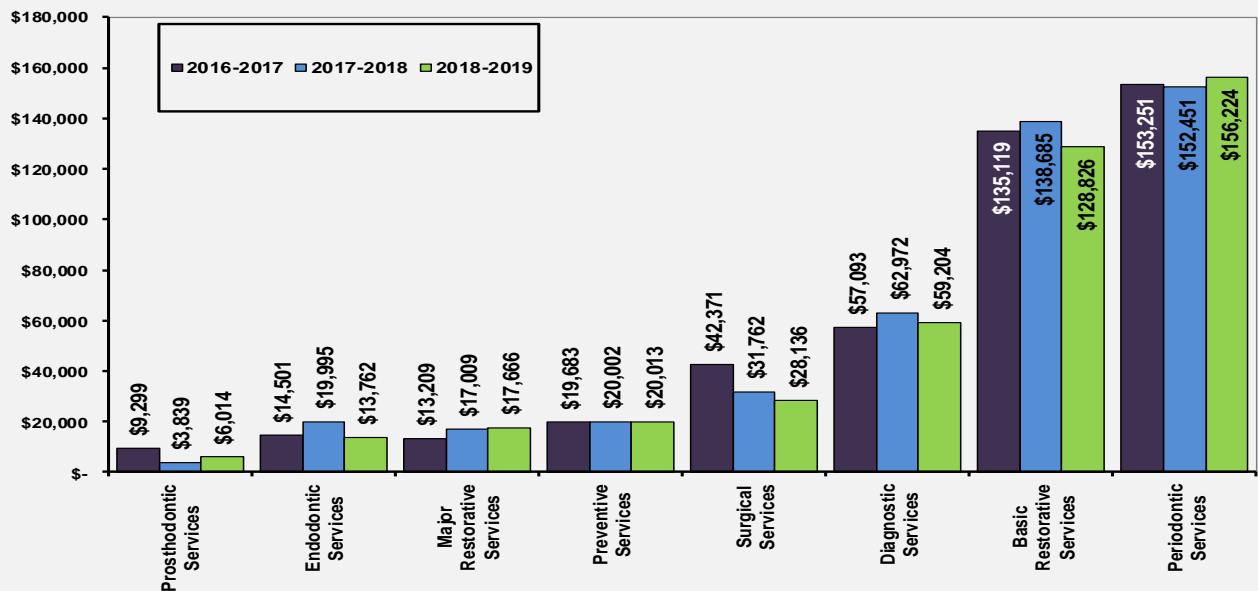


A breakdown of the Dental claims by claim type is provided below, followed by a comparison of the average amount paid per occurrence, and the average amount paid per certificate:

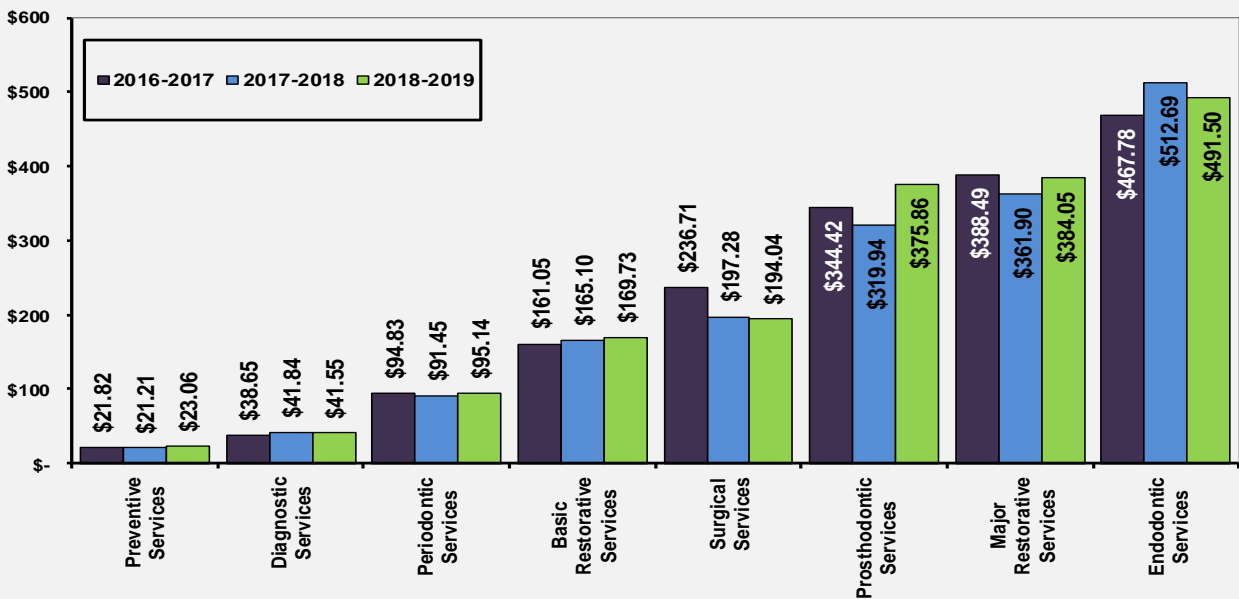




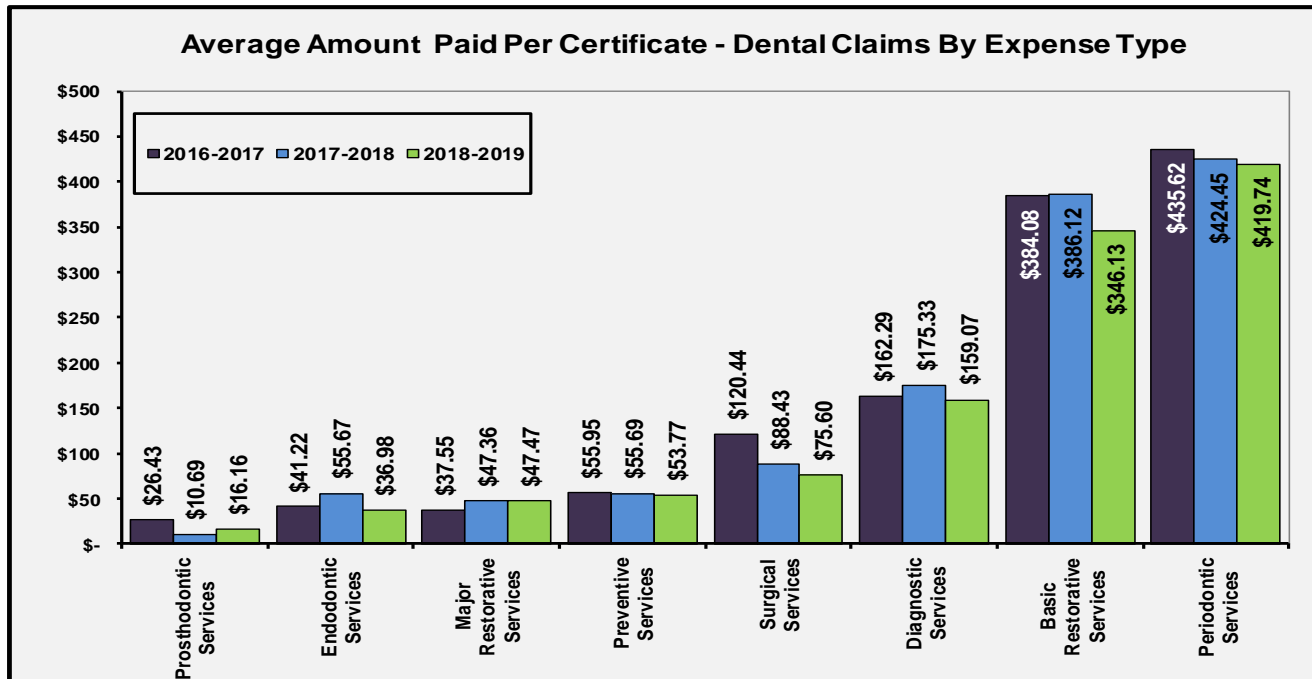
Amounts Paid - Dental Claims By Expense Type



Average Amount Paid Per Occurrence - Dental Claims By Expense Type







The reduced overall Dental claims level resulted in reductions in the paid claims for the following:

1. Basic Restorative Services. The level of these claims decreased by approximately 7% (or \$9,900) in the 2018-2019 Policy Year. This decreased claims level was due entirely to fewer claims for these services (approximately 10% lower than the previous year) while the average amount paid per claim increased by approximately 3%..
2. Endodontic Services. The paid claims for Endodontic Services reduced by approximately 31% (or \$6,200) in the 2018-2019 Policy Year. The lower paid claims level was due to a combination of fewer claims for these services (approximately 28% lower than in the preceding year) and a lower average amount paid per claim (approximately 4% lower than in the previous year).
3. Diagnostic Services. The paid Diagnostic Services claims decreased by approximately 6% (or \$3,800) in the 2018-2019 Policy Year. This reduced claims level was primarily due to a decrease in the number of claims for these services (approximately 5% fewer claims than in the preceding year) while the average amount paid per claim remained relatively unchanged.
4. Surgical Services. The paid claims for Surgical Services reduced by approximately 11% (or \$3,600) in the 2018-2019 Policy Year. This reduced paid claims level was due to primarily to fewer Surgical Services claims in the 2018-2019 Policy Year (approximately 10% fewer claims than in the previous year) while the average amount paid per claim reduced by approximately 2%.

Offsetting these reduced paid claims levels were increases in the paid claims for the following Dental expense types:

1. Periodontic Services (scaling and root planning). The paid claims for Periodontic Services increased by approximately 3% (or \$3,800) in the 2018-2019 Policy Year. This increased paid claims level was due entirely to an increase in the average amount paid per claim (approximately 4% higher than the preceding year) while the number of claims reduced by approximately 2%.





2. Prosthodontic Services (full and partial dentures; bridges). The paid Prosthodontic Services claims increased by approximately 57% (or approximately \$2,200) in the 2018-2019 Policy Year. This was due to a combination of a greater number of claims for these services (approximately 33% more claims than in the preceding year) and an increase in the average amount paid per claim (approximately 18% higher than the previous year).
3. Major Restorative Services (crowns, inlays and onlays). The amount paid for Major Restorative Services increased by approximately 4% (or \$700) in the 2018-2019 Policy Year. This was due entirely to a higher amount paid per claim (approximately 6% higher than the previous year) while the number of claims reduced by approximately 2%.

The paid claims levels under Preventive Services changed only marginally in the 2018-2019 Policy Year, and had little impact on the change in the overall Dental claims level.

There do not appear to be any unusual ongoing claiming trends being exhibited under the Dental benefit.





**Exhibit 1**

**Summary Of Renewal Premium Costs**





**THE CORPORATION OF HALDIMAND COUNTY**  
Renewal Effective July 1, 2019

Benefit/Class	Volume	Current Costs			Initially Proposed				Negotiated Renewal Costs				
		Premium Rate	Monthly Premium	Including ORST	Premium Rate	Monthly Premium	Including ORST	Change	Premium Rate	Monthly Premium	Including ORST	Change	
<b><u>Basic Life Insurance</u></b>													
Classes 101-105 - All Other Active	40,312,000	\$ 0.208	\$ 8,384.90	\$ 9,055.69	\$ 0.260	\$ 10,481.12	\$ 11,319.61	25.0%	\$ 0.260	\$ 10,481.12	\$ 11,319.61	25.0%	
Classes 106, 6A - Paramedics	5,180,000	0.093	481.74	520.28	0.116	600.88	648.95	24.7%	0.116	600.88	648.95	24.7%	
Class 110 - Vol Firefighters	8,995,000	0.154	1,385.23	1,496.05	0.193	1,736.04	1,874.92	25.3%	0.193	1,736.04	1,874.92	25.3%	
Classes 111,112 - All Early Retirees	5,077,000	0.208	1,056.02	1,140.50	0.260	1,320.02	1,425.62	25.0%	0.260	1,320.02	1,425.62	25.0%	
<b><u>Long Term Disability Insurance</u></b>													
Class 101 - Non -Union	441,701	3.805	16,806.72	18,151.26	3.805	16,806.72	18,151.26	0.0%	3.653	16,135.34	17,426.17	-4.0%	
Class 102 - CUPE 4700	264,578	3.481	9,209.96	9,946.76	3.481	9,209.96	9,946.76	0.0%	3.342	8,842.20	9,549.58	-4.0%	
Class 104 - RNs at Grandview	12,754	4.116	524.95	566.95	4.116	524.95	566.95	0.0%	3.951	503.91	544.22	-4.0%	
Class 105 - Service Workers at Grandview	98,000	3.740	3,665.20	3,958.42	3.740	3,665.20	3,958.42	0.0%	3.590	3,518.20	3,799.66	-4.0%	
Class 106 - Paramedics	141,922	3.784	5,370.33	5,799.96	3.784	5,370.33	5,799.96	0.0%	3.633	5,156.03	5,568.51	-4.0%	
<b><u>Extended Health Care</u></b>													
Class 101, Active Non-Union Employees													
Single	13	104.72	1,361.36	1,470.27	122.52	1,592.76	1,720.18		112.05	1,456.65	1,573.18		
Family	91	266.18	24,222.38	26,160.17	311.43	28,340.13	30,607.34	17.0%	284.81	25,917.71	27,991.13	7.0%	
Class 102, Active CUPE Local 4700 Members													
Single	21	101.56	2,132.76	2,303.38	118.83	2,495.43	2,695.06		108.67	2,282.07	2,464.64		
Family	129	256.83	33,131.07	35,781.56	300.49	38,763.21	41,864.27	17.0%	274.81	35,450.49	38,286.53	7.0%	
Class 103, Elected Officials													
Single	1	104.72	104.72	113.10	122.52	122.52	132.32		112.05	112.05	121.01		
Family	6	266.18	1,597.08	1,724.85	311.43	1,868.58	2,018.07	17.0%	284.81	1,708.86	1,845.57	7.0%	
Class 104, Active RN's At Grandview													
Class 117, Retired RN's At Grandview													
Single	1	98.85	98.85	106.76	115.65	115.65	124.90		105.77	105.77	114.23		
Family	2	253.97	507.94	548.58	297.14	594.28	641.82	17.0%	271.75	543.50	586.98	7.0%	
Class 105, Active Service Workers At Grandview													
Single	5	99.05	495.25	534.87	115.89	579.45	625.81		105.98	529.90	572.29		
Family	44	245.12	10,785.28	11,648.10	286.79	12,618.76	13,628.26	17.0%	262.28	11,540.32	12,463.55	7.0%	
Class 106, Active Paramedics													
Class 116, Retired Paramedics													
Single	4	113.52	454.08	490.41	132.82	531.28	573.78		121.47	485.88	524.75		
Family	27	290.35	7,839.45	8,466.61	339.71	9,172.17	9,905.94	17.0%	310.67	8,388.09	9,059.14	7.0%	
Class 111, Non-Union Early Retirees													
Single	1	104.72	104.72	113.10	122.52	122.52	132.32		112.05	112.05	121.01		
Family	16	266.18	4,258.88	4,599.59	311.43	4,982.88	5,381.51	17.0%	284.81	4,556.96	4,921.52	7.0%	
Class 112, CUPE Local 4700 Early Retirees;													
Class SUR, CUPE Local 4700 Survivors													
Single	4	101.56	406.24	438.74	118.83	475.32	513.35		108.67	434.68	469.45		
Family	11	256.83	2,825.13	3,051.14	300.49	3,305.39	3,569.82	17.0%	274.81	3,022.91	3,264.74	7.0%	



**THE CORPORATION OF HALDIMAND COUNTY**  
Renewal Effective July 1, 2019

Benefit/Class	Volume	Current Costs			Initially Proposed				Negotiated Renewal Costs			
		Premium Rate	Monthly Premium	Including ORST	Premium Rate	Monthly Premium	Including ORST	Change	Premium Rate	Monthly Premium	Including ORST	Change
<b>Dental</b>												
Class 101, Active Non-Union Employees												
Single	13	\$ 63.58	\$ 826.54	\$ 892.66	\$ 62.31	\$ 810.03	\$ 874.83		\$ 59.77	\$ 777.01	\$ 839.17	
Family	91	137.27	12,491.57	13,490.90	134.52	12,241.32	13,220.63	-2.0%	129.03	11,741.73	12,681.07	-6.0%
Class 102, Active CUPE Local 4700 Members												
Single	21	60.63	1,273.23	1,375.09	59.42	1,247.82	1,347.65		56.99	1,196.79	1,292.53	
Family	129	130.99	16,897.71	18,249.53	128.37	16,559.73	17,884.51	-2.0%	123.13	15,883.77	17,154.47	-6.0%
Class 103, Elected Officials												
Single	1	62.97	62.97	68.01	61.71	61.71	66.65		59.19	59.19	63.93	
Family	6	136.08	816.48	881.80	133.36	800.16	864.17	-2.0%	127.92	767.52	828.92	-6.0%
Class 104, Active RN's At Grandview												
Class 117, Retired RN's At Grandview												
Single	1	48.00	48.00	51.84	47.04	47.04	50.80		45.12	45.12	48.73	
Family	2	103.45	206.90	223.45	101.38	202.76	218.98	-2.0%	97.24	194.48	210.04	-6.0%
Class 105, Active Service Workers At Grandview												
Single	6	58.13	348.78	376.68	56.97	341.82	369.17		54.64	327.84	354.07	
Family	42	125.39	5,266.38	5,687.69	122.88	5,160.96	5,573.84	-2.0%	117.87	4,950.54	5,346.58	-6.0%
Class 106, Active Paramedics												
Class 116, Retired Paramedics												
Single	4	69.91	279.64	302.01	68.51	274.04	295.96		65.72	262.88	283.91	
Family	27	149.81	4,044.87	4,368.46	146.81	3,963.87	4,280.98	-2.0%	140.82	3,802.14	4,106.31	-6.0%
Class 111, Non-Union Early Retirees												
Single	1	56.27	56.27	60.77	55.14	55.14	59.55		52.89	52.89	57.12	
Family	16	121.47	1,943.52	2,099.00	119.04	1,904.64	2,057.01	-2.0%	114.18	1,826.88	1,973.03	-6.0%
Class 112, CUPE Local 4700 Early Retirees; Class SUR, CUPE Local 4700 Survivors												
Single	4	55.63	222.52	240.32	54.52	218.08	235.53		52.29	209.16	225.89	
Family	11	120.16	1,321.76	1,427.50	117.76	1,295.36	1,398.99	-2.0%	112.95	1,242.45	1,341.85	-6.0%
<b>TOTAL MONTHLY PREMIUM</b>			<b>\$ 183,317.38</b>	<b>\$ 197,982.77</b>		<b>\$ 200,580.03</b>	<b>\$ 216,626.43</b>			<b>\$ 188,282.02</b>	<b>\$ 203,344.58</b>	
<b>TOTAL ANNUAL PREMIUM</b>			<b>\$ 2,199,808.56</b>	<b>\$ 2,375,793.24</b>		<b>\$ 2,406,960.36</b>	<b>\$ 2,599,517.19</b>			<b>\$ 2,259,384.24</b>	<b>\$ 2,440,134.98</b>	
<b>Variance To Current Costs</b>						<b>\$ 207,151.80</b>		<b>9.4%</b>		<b>\$ 59,575.68</b>		<b>2.7%</b>





**Exhibit 2**

**Plan Summaries**









## Haldimand County

### BENEFIT

#### Waiting Period, Eligibility

*3 months, permanent, full time, Early Retiree*

#### Premium Cost Share

*Active & Early Retiree -All benefits - 100% employer paid*

#### LIFE INSURANCE

**Sun Life Policy 22487, Class 101 - Non-union,  
Class 111 - Early Retired Non-union**

Benefit amount	2 x annual earnings, rounded to the next highest \$1,000, <b>Retiree</b> - pre-retirement Basic Life amount
Maximum / NEM	\$300,000
Reduction	N/A
Termination age	<i>Earlier of age 65 or retirement, Retiree - age 65</i>

#### AD&D

**Active Only - Industrial Alliance, Policy 100003039**

Benefit amount	2 x annual earnings, rounded to the next highest \$1,000
Maximum / NEM	\$300,000
Reduction	N/A
Termination age	<i>Age 65</i>

#### OPTIONAL LIFE

**Sun Life Policy 22487, Class 101 - All Eligible Employees**

Benefit amount	Units of \$10,000, <b>Proof of good health required after \$30,000</b>
Maximum	\$250,000
Employee & Spousal	Covered
Termination age	<i>Employee - earlier of age 65 or retirement, Spouse -the earlier of when employee retires, employee age 65 or spouse age 65</i>

#### SHORT TERM DISABILITY

Not covered

#### LONG TERM DISABILITY

**Sun Life Policy 22487, Class 101 - All Eligible Employees**

Benefit Amount	66.67 % of monthly earnings
Maximum / NEM	\$5,000
Elimination Period	The later of 180 days or exhausting of sick leave plan
Maximum Benefit Period	Age 65, retirement with pension or eligible to retire with full pension or full pension equivalent
Definition of Disability	Disability prevents gainful employment in any job with income of at least 60% pre-disability monthly earnings(indexed)
Taxability	Taxable
All Source Maximum	85%
Offsets	
- Direct	Employer funded salary continuance as a result of disability or or medical condition
Termination age	<i>Earlier of age 65 less the elimination period, or retirement</i>

#### EXTENDED HEALTH CARE

**Sun Life Policy 22487, Class 101 - All Eligible Employees,  
Class 111 - Early Retired Non-union**

HCSA	N/A
Deductible	\$10 Single; \$20 Family per calendar year; excluding hospital & vision
Reimbursement	100%
Termination age	<i>Earlier of age 65 or retirement, Retiree - age 65</i>
Survivor Benefits	<i>Earlier of 12 months after death, spouse remarries, no longer eligible dependant , Retiree - Earlier of retiree age 65, no longer eligible dependant or spouse remarries</i>
Vision Care	\$350 every 24 consecutive months, not subj. to ded.
Eye Examinations	1 every 24 months included with Vision Care benefit maximum
Hospital	Semi-private; not subj. to ded.





## Haldimand County

### BENEFIT

#### EXTENDED HEALTH CARE (Continued)

#### Sun Life Policy 22487, Class 101 - All Eligible Employees, Class 111 - Early Retired Non-union

Drug Plan Description	Pay direct - Legally requiring, Lifesustaining
- Deductible / Co-payment	none
- Capped Dispensing Fee	none
- Generic Substitution	Generic unless physician states "no substitution"
- Fertility drugs	\$2,400 lifetime
- Smoking cessation	\$500 lifetime, legally require prescription
- anti-obesity	\$1,800 per calendar year, require prescription
- ED drugs	\$1,200 per calendar year
Private Duty Nursing	\$10,000 per calendar year
Physiotherapist	\$1,000 per calendar year combined with Massage Therapist and Chiropractor
Massage Therapist (Referral required)	\$1,000 per calendar year combined with Physiotherapist and Chiropractor
Chiropractor	\$1,000 per calendar combined with Massage Therapist and Physiotherapist
Osteopath, Podiatrist or Chiropodist, Naturopath	\$350 per calendar year per practitioner
Speech Pathologist	\$300 per calendar year
Clinical Psychologist or Social Worker	\$300 per calendar year
Orthopedic Shoes or Boots	1 pair per calendar year
Custom-Molded Orthotics	1 pair per calendar year, \$350 maximum (rx required),
Hearing Aids	\$500 every 5 consecutive years
Medical Equip. & Supplies	Covered

#### TRAVEL / OUT COUNTRY EMERGENCY

Benefit Maximum	\$1,000,000 per calendar year referral benefit - \$50,000 per calendar year
Trip Duration	60 days
Termination age	Earlier of age 65 or retirement, Retiree - age 65

#### DENTAL

#### Sun Life Policy 22487, Class 101 - All Eligible Employees, Class 111 - Early Retired Non-union

Deductible	Nil
Survivor Benefits	Earlier of 12 months after death, spouse remarries, no longer eligible dependant , Retiree - Earlier of retiree age 65, no longer eligible dependant or spouse remarries
Benefit	Basic/Preventative - 100%, \$2,000 pcy combined with Major Restorative Major Restorative - 50%, \$2,000 pcy combined with Basic
ODA Fee Schedule	Current -1
Recall Frequency	6 months under age 18, 18 and older - 9 months
Termination age	Earlier of age 65 or retirement, Retiree - age 65

\* May be eligible for Early Retiree coverage

In the event of a discrepancy between this summary and the Policy, the terms of the Group Policy will apply.





## Haldimand County

### BENEFIT

<b>Waiting Period, Eligibility</b>	<b>3 months, permanent, full time, min 24 hours per week, Early Retiree</b>
<b>Premium Cost Share</b>	<b>Active &amp; Early Retiree -All benefits - 100% employer paid</b>
<b>LIFE INSURANCE</b>	<b>Sun Life Policy 22487, Class 102 - CUPE Local 4700, Class 112 - Early Retired CUPE Local 4700</b>
Benefit amount	2 x annual earnings, rounded to the next highest \$1,000, <b>Retiree</b> - pre-retirement Basic Life amount
Maximum / NEM	\$150,000
Reduction	N/A
Termination age	Earlier of age 65 or retirement, Retiree - age 65
<b>AD&amp;D</b>	<b>Active Only - Industrial Alliance, Policy 100003039</b>
Benefit amount	2 x annual earnings, rounded to the next highest \$1,000
Maximum / NEM	\$150,000
Reduction	N/A
Termination age	Age 65
<b>OPTIONAL LIFE</b>	<b>Sun Life Policy 22487, Class 102 - CUPE Local 4700</b>
Benefit amount	Units of \$10,000, <b>Proof of good health required after \$30,000</b>
Maximum	\$250,000
Employee & Spousal	Covered
Termination age	Employee - earlier of age 65 or retirement, Spouse -the earlier of when employee retires, employee age 65 or spouse age 65
<b>SHORT TERM DISABILITY</b>	Not covered
<b>LONG TERM DISABILITY</b>	<b>Sun Life Policy 22487, Class 102 - CUPE Local 4700</b>
Benefit Amount	66% of monthly earnings
Maximum / NEM	\$1,800
Elimination Period	The later of 180 days or exhausting of sick leave plan
Maximum Benefit Period	Age 65, retirement with pension or eligible to retire with full pension or full pension equivalent
Definition of Disability	Disability prevents gainful employment in any job with income of at least 60% pre-disability monthly earnings(indexed)
Taxability	Taxable
All Source Maximum	85%
Offsets	
- Direct	Employer funded salary continuance as a result of disability or or medical condition
Termination age	Earlier of age 65 less the elimination period, or retirement
<b>EXTENDED HEALTH CARE</b>	<b>Sun Life Policy 22487, Class 102 - CUPE Local 4700 and Survivors, Class 112 - Early Retired CUPE Local 4700</b>
<b>HCSA</b>	N/A
Deductible	\$10 Single; \$20 Family per calendar year; excluding hospital & vision
Reimbursement	100%
Termination age	Earlier of age 65 or retirement, Retiree - age 65
Survivor Benefits	If you die while disabled coverage will continue until you would have reached 65 on premium paying basis, Retiree - Earlier of Retiree age 65, no longer eligible dependant, spouse remarries
Vision Care	\$350 every 24 consecutive months, not subj. to ded.
Eye Examinations	1 every 24 months included with Vision Care benefit maximum
Hospital	Semi-private; not subj. to ded.





## Haldimand County

### BENEFIT

#### EXTENDED HEALTH CARE (Continued)

	Sun Life Policy 22487, Class 102 - CUPE Local 4700 and Survivors, Class 112 - Early Retired CUPE Local 4700
Drug Plan Description	Pay direct - Legally requiring, Lifesustaining
- Deductible / Co-payment	none
- Capped Dispensing Fee	none
- Generic Substitution	Generic unless physician states "no substitution"
- Fertility drugs	\$2,400 lifetime
- Smoking cessation	\$500 lifetime, legally require prescription
- anti-obesity	\$1,800 per calendar year, require prescription
- ED drugs	\$1,200 per calendar year
Private Duty Nursing	\$10,000 per calendar year
Physiotherapist	\$12 per visit
Massage Therapist (Referral required)	20 visits per calendar year
Chiropractor	\$350 per calendar year, after \$375 deductible has been exhausted
Osteopath, Podiatrist or Chiropodist, Naturopath	\$350 per calendar year per practitioner
Speech Pathologist	\$300 per calendar year
Clinical Psychologist or Social Worker	\$300 per calendar year
Orthopedic Shoes or Boots	1 pair per calendar year
Custom-Molded Orthotics	1 pair per calendar year, \$350 maximum (rx required),
Hearing Aids	\$500 every 5 consecutive years
Medical Equip. & Supplies	Covered

#### TRAVEL / OUT COUNTRY EMERGENCY

Benefit Maximum	\$1,000,000 per calendar year referral benefit - \$50,000 per calendar year
Trip Duration	60 days
Termination age	Earlier of age 65 or retirement, Retiree - age 65

#### DENTAL

	Sun Life Policy 22487, Class 102 - CUPE Local 4700 and Survivors, Class 112 - Early Retired CUPE Local 4700
Deductible	Nil
Survivor Benefits	<b>Basic Services Only</b> - Earlier of when employee would have attained age 65 or remarries, Retiree - Earlier of Retiree age 65, no longer eligible dependant, spouse remarries
Benefit	Basic/Preventative - 100%, Unlimited Major Restorative - 50%, \$1,500 pcy-Dentures not included in benefit maximum, <b>Dependants - Dentures only</b>
ODA Fee Schedule	Current -1
Recall Frequency	6 months under age 18, 18 and older - 9 months
Termination age	Earlier of age 65 or retirement, Retiree - age 65

\* May be eligible for Early Retiree coverage

In the event of a discrepancy between this summary and the Policy, the terms of the Group Policy will apply.





## Haldimand County

### BENEFIT

#### Waiting Period, Eligibility

*Elected Officials*

#### Premium Cost Share

*Active-All benefits - 100% employer paid*

#### LIFE INSURANCE

**Sun Life Policy 22487, Class 103 - Elected Officials**

Benefit amount	2 x annual earnings, rounded to the next highest \$1,000
Maximum / NEM	\$150,000
Reduction	N/A
Termination age	Term in office ends

#### AD&D

**Industrial Alliance, Policy 100003039**

Benefit amount	2 x annual earnings, rounded to the next highest \$1,000
Maximum / NEM	\$150,000
Reduction	N/A
Termination age	Age 65

#### OPTIONAL LIFE

**Sun Life Policy 22487, Class 103 - Elected Officials**

Benefit amount	Units of \$10,000, <b>Proof of good health required after \$30,000</b>
Maximum	\$250,000
Employee & Spousal	Covered
Termination age	Earlier of age 65 or term in office ends, Spouse -the earlier of when term in office ends, employee age 65 or spouse age 65

#### SHORT TERM DISABILITY

Not covered

#### LONG TERM DISABILITY

**Sun Life Policy 22487, Class 103 - Elected Officials**

Benefit Amount	No coverage
Maximum / NEM	
Elimination Period	
Maximum Benefit Period	
Definition of Disability	
Taxability	
All Source Maximum	
Offsets	
- Direct	
Termination age	

#### EXTENDED HEALTH CARE

**Sun Life Policy 22487, Class 103 - Elected Officials**

#### HCSA

N/A

Deductible	\$10 Single; \$20 Family per calendar year; excluding hospital & vision
Reimbursement	100%
Termination age	Term in office ends
Survivor Benefits	Earlier of Elected Official age 65, 24 months after death, no longer eligible dependant, spouse remarries
Vision Care	\$350 every 24 consecutive months, not subj. to ded.
Eye Examinations	1 every 24 months included with Vision Care benefit maximum
Hospital	Semi-private; not subj. to ded.





## Haldimand County

### BENEFIT

#### EXTENDED HEALTH CARE (Continued)

#### Sun Life Policy 22487, Class 103 - Elected Officials

Drug Plan Description	Pay direct - Legally requiring, Lifesustaining
- Deductible / Co-payment	none
- Capped Dispensing Fee	none
- Generic Substitution	Generic unless physician states "no substitution"
- Fertility drugs	\$2,400 lifetime
- Smoking cessation	\$500 lifetime, legally require prescription
- anti-obesity	\$1,800 per calendar year, require prescription
- ED drugs	\$1,200 per calendar year
Private Duty Nursing	\$10,000 per calendar year
Physiotherapist	\$1,000 per calendar year combined with Massage Therapist and Chiropractor
Massage Therapist (Referral required)	\$1,000 per calendar year combined with Physiotherapist and Chiropractor
Chiropractor	\$1,000 per calendar year combined with Physiotherapist and Chiropractor
Osteopath, Podiatrist or Chiropodist, Naturopath	\$350 per calendar year per practitioner
Speech Pathologist	\$300 per calendar year
Clinical Psychologist or Social Worker	\$300 per calendar year
Orthopedic Shoes or Boots	1 pair per calendar year
Custom-Molded Orthotics	1 pair per calendar year, \$350 maximum (rx required),
Hearing Aids	\$500 every 5 consecutive years
Medical Equip. & Supplies	Covered

#### TRAVEL / OUT COUNTRY EMERGENCY

Benefit Maximum	\$1,000,000 per calendar year
	referral benefit - \$50,000 per calendar year
Trip Duration	60 days
Termination age	Term in office ends

#### DENTAL

#### Sun Life Policy 22487, Class 103 - Elected Officials

Deductible	Nil
Survivor Benefits	Earlier of Elected Official age 65, 24 months after death, no longer eligible dependant, spouse remarries
Benefit	Basic/Preventative - 100%, \$2,000 pcy combined with Major Restorative Major Restorative - 50%, \$2,000 pcy combined with Basic
ODA Fee Schedule	Current -1
Recall Frequency	6 months under age 18, 18 and older - 9 months
Termination age	Term in office ends

In the event of a discrepancy between this summary and the Policy, the terms of the Group Policy will apply.





## Haldimand County

### BENEFIT

#### Waiting Period, Eligibility

480 Hours, Permanent, full time, min 24 hours per week, Early Retiree

#### Premium Cost Share

Active - Life, AD&D, LTD, Health - 100% employer paid, Dental - 80% employer paid, Early Retiree - All benefits - 50% employer paid

#### LIFE INSURANCE

Sun Life Policy 22487, Class 104 - RN's at Grandview,  
Class 117 - Early Retired RN's at Grandview

Benefit amount 2 x annual earnings, rounded to the next highest \$1,000, Retiree - pre-retirement Basic Life amount  
Maximum / NEM \$150,000  
Reduction N/A  
Termination age Earlier of age 65 or retirement, Retiree - age 65

#### AD&D

Active Only - Industrial Alliance, Policy 100003039

Benefit amount 2 x annual earnings, rounded to the next highest \$1,000  
Maximum / NEM \$150,000  
Reduction N/A  
Termination age Age 65

#### OPTIONAL LIFE

Sun Life Policy 22487, Class 104 - RN's at Grandview

Benefit amount Units of \$10,000, Proof of good health required after \$30,000  
Maximum \$250,000  
Employee & Spousal Covered  
Termination age Employee - earlier of age 65 or retirement, Spouse - the earlier of when employee retires, employee age 65 or spouse age 65

#### SHORT TERM DISABILITY

Not covered

#### LONG TERM DISABILITY

Sun Life Policy 22487, Class 104 - RN's at Grandview

Benefit Amount 66 % of monthly earnings  
Maximum / NEM \$4,500  
Elimination Period The later of 180 days or exhausting of sick leave plan  
Maximum Benefit Period Age 65, retirement with pension or eligible to retire with full pension or full pension equivalent  
Definition of Disability Disability prevents gainful employment in any job with income of at least 60% pre-disability monthly earnings(indexed)  
Taxability Taxable  
All Source Maximum 85%  
Offsets  
- Direct Employer funded salary continuance as a result of disability or or medical condition  
Termination age Earlier of age 65 less the elimination period, or retirement

#### EXTENDED HEALTH CARE

Sun Life Policy 22487, Class 104 - RN's at Grandview,  
Class 117 - Early Retired RN's at Grandview

#### HCSA

N/A

Deductible \$10 Single; \$20 Family per calendar year; excluding hospital & vision  
Reimbursement 100%  
Termination age Earlier of age 65 or retirement, Retiree - age 65  
Survivor Benefits Earlier of 24 months after death, no longer eligible dependant, spouse remarries, Early Retiree - end of following month after death  
Vision Care \$400 (April 1, 2019 \$450) every 24 consecutive months(including laser eye surgery), not subj. to ded.  
Eye Examinations Coverage included with Vision Care benefit maximum  
Hospital Semi-private; not subj. to ded.





## Haldimand County

### BENEFIT

#### EXTENDED HEALTH CARE (Continued)

Sun Life Policy 22487, Class 104 - RN's at Grandview,  
Class 117 - Early Retired RN's at Grandview

Drug Plan Description	Pay direct - Legally requiring, Lifesustaining
- Deductible / Co-payment	none
- Capped Dispensing Fee	none
- Generic Substitution	Generic unless physician states "no substitution"
- Fertility drugs	\$2,400 lifetime
- Smoking cessation	\$500 lifetime, legally require prescription
- anti-obesity	\$1,800 per calendar year, require prescription
- ED drugs	\$1,200 per calendar year
Private Duty Nursing	\$10,000 per calendar year
Physiotherapist	\$350 per calendar year
Massage Therapist (Referral required)	\$550 per calendar year
Chiropractor	\$350 per calendar year
Osteopath, Podiatrist or Chiropodist, Naturopath	\$350 per calendar year per practitioner
Speech Pathologist	\$300 per calendar year
Clinical Psychologist or Social Worker	\$300 per calendar year
Orthopedic Shoes or Boots	Covered - R & C
Custom-Molded Orthotics	1 pair per calendar year, \$350 maximum (rx required), Retiree - covered R & C
Hearing Aids	\$300 every 5 consecutive years
Medical Equip. & Supplies	Covered

#### TRAVEL / OUT COUNTRY EMERGENCY

Benefit Maximum	\$1,000,000 per calendar year
	referral benefit - \$50,000 per calendar year
Trip Duration	60 days
Termination age	Earlier of age 65 or retirement, Retiree - age 65

#### DENTAL

Sun Life Policy 22487, Class 104 - RN's at Grandview,  
Class 117 - Early Retired RN's at Grandview

Deductible	Nil
Survivor Benefits	Earlier of 24 months after death, no longer eligible dependant, spouse remarries, Early Retiree - end of following month after death
Benefit	Basic/Preventative - 100%, Unlimited Major Restorative - No coverage
ODA Fee Schedule	Current
Recall Frequency	6 months under age 18, 18 and older - 9 months
Termination age	Earlier of age 65 or retirement, Retiree - age 65

\* May be eligible for Early Retiree coverage

In the event of a discrepancy between this summary and the Policy, the terms of the Group Policy will apply.







## Haldimand County

### BENEFIT

#### Waiting Period, Eligibility

480 Hours, permanent, full time, min 24 hours per week, Early Retiree

#### Premium Cost Share

Active - Life, AD&D, LTD, Health - 100% employer paid, Dental - 80% employer paid, Early Retiree - 100% employer paid

#### LIFE INSURANCE

Sun Life Policy 22487, Class 105 - Service workers at Grandview,  
Class 113 - Early Retired Service Workers at Grandview,  
Class 108 - Service workers at Grandview (Closed Class)

Benefit amount 1.5 x annual earnings, rounded to the next highest \$1,000, Retiree - pre-retirement Basic Life amount  
Maximum / NEM \$150,000  
Reduction N/A  
Termination age Earlier of age 65 or retirement, Retiree - age 65

#### AD&D

Active Only - Industrial Alliance, Policy 100003039

Benefit amount 1.5 x annual earnings, rounded to the next highest \$1,000  
Maximum / NEM \$150,000  
Reduction N/A  
Termination age Age 65

#### OPTIONAL LIFE

Sun Life Policy 22487, Class 105 - Service workers at Grandview,  
Class 108 - Service workers at Grandview (Closed Class)

Benefit amount Units of \$10,000, Proof of good health required after \$30,000  
Maximum \$250,000  
Employee & Spousal Covered  
Termination age Employee - earlier of age 65 or retirement, Spouse - the earlier of when employee retires, employee age 65 or spouse age 65

#### SHORT TERM DISABILITY

Not covered

#### LONG TERM DISABILITY

Sun Life Policy 22487, Class 105 - Service workers at Grandview,  
Class 108 - Service workers at Grandview (Closed Class)

Benefit Amount 60% of monthly earnings  
Maximum / NEM \$2,000  
Elimination Period The later of 180 days or exhausting of sick leave plan  
Maximum Benefit Period Age 65, retirement with pension or eligible to retire with full pension or full pension equivalent  
Definition of Disability Disability prevents gainful employment in any job with income of at least 60% pre-disability monthly earnings (indexed)  
Taxability Taxable  
All Source Maximum 85%  
Offsets  
- Direct Employer funded salary continuance as a result of disability or or medical condition  
Termination age Earlier of age 65 less the elimination period, or retirement

#### EXTENDED HEALTH CARE

Sun Life Policy 22487, Class 105 - Service workers at Grandview,  
Class 113 - Early Retired Service Workers at Grandview,  
Class 108 - Service workers at Grandview (Closed Class)

#### HCSA

N/A

Deductible \$10 Single; \$20 Family per calendar year; excluding hospital & vision  
Reimbursement 100%  
Termination age Earlier of age 65 or retirement, Retiree - age 65  
Survivor Benefits Earlier of 24 months after death, spouse remarries, no longer eligible dependant  
Vision Care \$350 every 24 consecutive months, not subj. to ded.  
Eye Examinations Coverage included with Vision Care benefit maximum  
Hospital Semi-private; not subj. to ded.





## Haldimand County

### BENEFIT

#### EXTENDED HEALTH CARE (Continued)

Sun Life Policy 22487, Class 105 - Service workers at Grandview,  
Class 113 - Early Retired Service Workers at Grandview,  
Class 108 - Service workers at Grandview (Closed Class)

Drug Plan Description	Pay direct - Legally requiring, Lifesustaining
- Deductible / Co-payment	none
- Capped Dispensing Fee	none
- Generic Substitution	Generic unless physician states "no substitution"
- Fertility drugs	\$2,400 lifetime
- Smoking cessation	\$500 lifetime, legally require prescription
- anti-obesity	\$1,800 per calendar year, require prescription
- ED drugs	\$1,200 per calendar year
Private Duty Nursing	\$10,000 per calendar year
Physiotherapist	\$12 per visit
Massage Therapist(Referral required)	20 visits per calendar year
Chiropractor	\$350 per calendar year, after \$375 deductible has been exhausted
Osteopath, Podiatrist or Chiropodist, Naturopath	\$350 per calendar year per practitioner
Speech Pathologist	\$300 per calendar year
Clinical Psychologist or Social Worker	\$300 per calendar year
Orthopedic Shoes or Boots	1 pair per calendar year
Custom-Molded Orthotics	1 pair per calendar year, \$350 maximum (rx required),
Hearing Aids	\$300 every 5 consecutive years
Medical Equip. & Supplies	Covered

#### TRAVEL / OUT COUNTRY EMERGENCY

Benefit Maximum	\$1,000,000 per calendar year
	referral benefit - \$50,000 per calendar year
Trip Duration	60 days
Termination age	Earlier of age 65 or retirement, Retiree - age 65

#### DENTAL

Sun Life Policy 22487, Class 105 - Service workers at Grandview,  
Class 113 - Early Retired Service Workers at Grandview,  
Class 108 - Service workers at Grandview (Closed Class)

Deductible	Nil
Survivor Benefits	Earlier of 24 months after death, spouse remarries, no longer eligible dependant
Benefit	Basic/Preventative - 100%, Unlimited
	Major Restorative - 50%, \$1,500 pcy - Employees & Retirees only
ODA Fee Schedule	Current
Recall Frequency	6 months under age 18, 18 and older - 9 months
Termination age	Earlier of age 65 or retirement, Retiree - age 65

\* May be eligible for Early Retiree coverage

In the event of a discrepancy between this summary and the Policy, the terms of the Group Policy will apply.





## Haldimand County

### BENEFIT

#### Waiting Period, Eligibility

720 Hours in 12 month period, Permanent, full time, min 24 hours per week, Early Retiree

#### Premium Cost Share

Active - All benefits - 100% employer paid., Early Retirees - 100% Health and Dental only

#### LIFE INSURANCE

Sun Life Policy 22487, Class 106 - Paramedics

Benefit amount	2 x annual earnings, rounded to the next highest \$1,000
Maximum / NEM	\$200,000
Reduction	N/A
Termination age	Earlier of age 65 or retirement

#### AD&D

Active Only - Industrial Alliance, Policy 100003039

Benefit amount	2 x annual earnings, rounded to the next highest \$1,000
Maximum / NEM	\$200,000
Reduction	N/A
Termination age	Age 65

#### OPTIONAL LIFE

Sun Life Policy 22487, Class 106 - Paramedics

Benefit amount	Units of \$10,000, Proof of good health required after \$30,000
Maximum	\$250,000
Employee & Spousal	Covered
Termination age	Earlier of age 65 or term in office ends, Spouse -the earlier of when term in office ends, employee age 65 or spouse age 65

#### SHORT TERM DISABILITY

Not covered

#### LONG TERM DISABILITY

Sun Life Policy 22487, Class 106 - Paramedics

Benefit Amount	70% of monthly earnings
Maximum / NEM	\$5,000
Elimination Period	The later of 120 days or exhausting of sick leave plan
Maximum Benefit Period	Age 65, retirement with pension or eligible to retire with full pension or full pension equivalent
Definition of Disability	24 months own occupation, any occupation thereafter
Taxability	Taxable
All Source Maximum	85%
Offsets	
- Direct	Employer funded salary continuance as a result of disability or or medical condition
Termination age	Earlier of age 65 less the elimination period, or retirement

#### EXTENDED HEALTH CARE

Sun Life Policy 22487, Class 106 - Paramedics,  
Class 116 - Early Retired Paramedics

#### HCSA

N/A

Deductible	\$15 Single; \$25 Family per calendar year; excluding hospital & vision
Reimbursement	100%
Termination age	Earlier of age 65 or retirement, Retiree - age 65
Survivor Benefits	Earlier of 24 months after death, no longer eligible dependant, spouse remarries
Vision Care	\$325 every 24 consecutive months(including laser eye surgery), not subj. to ded.
Eye Examinations	\$90 every 24 months
Hospital	CA notes Semi-private - Private; not subj. to ded.





## Haldimand County

### BENEFIT

#### EXTENDED HEALTH CARE (Continued)

#### Sun Life Policy 22487, Class 106 - Paramedics, Class 116 - Early Retired Paramedics

Drug Plan Description	Pay direct - Legally requiring, Lifesustaining
- Deductible / Co-payment	none
- Capped Dispensing Fee	none
- Generic Substitution	Mandatory Generic with Sun Life approval process
- Fertility drugs	\$2,400 lifetime
- Smoking cessation	\$500 lifetime, legally require prescription
- anti-obesity	\$1,800 per calendar year, require prescription
- ED drugs	\$1,200 per calendar year
Private Duty Nursing	<b>\$10,000 per calendar year</b>
Physiotherapist	\$750 per calendar year combined with massage and chiropractor
Massage Therapist (Referral required)	\$750 per calendar year combined with chiropractor and physiotherapy
Chiropractor	\$750 per calendar year combined with massage and physiotherapy
Osteopath, Podiatrist or Chiropodist, Naturopath	No Coverage
Speech Pathologist	\$200 per calendar year
Clinical Psychologist or Social Worker	\$35 initial visit, \$20 each subsequent, \$200 per calendar year
Orthopedic Shoes or Boots	Covered - <b>R&amp;C</b>
Custom-Molded Orthotics	1 pair every 12 months
Hearing Aids	<b>\$500 every 36 months</b>
Medical Equip. & Supplies	Covered

#### TRAVEL / OUT COUNTRY EMERGENCY

Benefit Maximum	\$1,000,000 per calendar year, Retiree - \$50,000 lifetime referral benefit - \$50,000 per calendar year
Trip Duration	60 days
Termination age	Earlier of age 65 or retirement, Retiree - age 65

#### DENTAL

#### Sun Life Policy 22487, Class 106 - Paramedics, Class 116 - Early Retired Paramedics

Deductible	Nil
Survivor Benefits	Earlier of 24 months after death, no longer eligible dependant, spouse remarries
Benefit	Basic/Preventative - 100%, Unlimited <b>Major Restorative - 50%, \$2,000 pcy crowns and Bridges combined, \$1,000 pcy dentures</b>
ODA Fee Schedule	<b>Current -1</b>
Recall Frequency	<b>9 months</b>
Termination age	Earlier of age 65 or retirement, <b>Retiree - age 65</b>

\* May be eligible for Early Retiree coverage

In the event of a discrepancy between this summary and the Policy, the terms of the Group Policy will apply.

