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## **Decision Profile**

### **Employee Benefits Plan Increase**

#### **Decision Required:**

To recommend to DEXCOM an increase in the District Employee Benefits Plan to chiropractic care, massage therapy, and clinical counselling.

#### **Why it is Coming to the Finance Committee:**

The Employee Benefits Plan is reviewed annually, and the Finance Committee is informed on the status and of any proposed changes. As a standing committee of DEXCOM, the Finance Committee reviews and recommends any proposed substantive benefits changes to DEXCOM.

#### **Background**

CPD workers and their families continue to struggle with pandemic-related challenges. In response to the CPD COVID Survey Summary (attached), the District Lead Team felt compelled to help wherever possible and believe that an enhancement to benefits is a tangible step that would support CPD workers and their families. Given that the Employee Benefits Deferred Revenue remains strong, there is opportunity to increase benefits.

There has been an increase in the use of chiropractic care, massage therapy, and clinical counselling in the last year. The cost of these services has increased, however, benefits coverage has not increased since 2010.

Sean Trimble of Burton Financial did not recommend any changes to billing rates for health and dental for 2021. Sean also indicated that increasing chiropractic care, massage therapy, and clinical counselling will lead to an approximate increase of \$31,500 in claims per year.

Aaron Chan indicated that Deferred Revenue was down from \$628,000 at the end of August 2020 to \$552,000 at the end of January 2021. He indicated that if this trend continues, the reserve will go down to approximately \$387,000 by the end of 2021. If the reserve continues to drop, the opportunity exists to increase rates for members.

## Decision Profile - Employee Benefits Plan Increase

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Lead Team discussed Aaron's concerns at length and felt that the increased benefits usage since summer 2020 is reflective of members reengaging with benefits they could not access during the initial phases of the pandemic. Lead Team believes that this trend will not continue at the same rate in 2021.

In consultation with Sean Trimble, the Lead Team recommends increasing the following personal coverages per calendar year:

- chiropractic coverage from \$500 to \$750
- massage therapy coverage from \$500 to \$1000
- clinical counselling from \$500 to \$1000

### **Recommendation/Motion:**

THAT the Finance Committee recommend to DEXCOM an increase to personal coverages per year in the District Employee Benefits Plan for the following benefits:

- chiropractic coverage from \$500 to \$750
- massage therapy coverage from \$500 to \$1000
- clinical counselling from \$500 to \$1000