

STAFF REPORT: Human Resources



REPORT TO: Council
MEETING DATE: April 27, 2009
REPORT NO.: HR.09.01
SUBJECT: New Benefits Program
PREPARED BY: Tracey McKenna

A. Recommendations

THAT Council receive Staff Report HR.09.01, entitled "New Benefits Program" for information purposes.

B. Background

In 2008, Financial and Information Services and Human Resources went to market to do a comparison regarding The Blue Mountains' existing benefit plan. The goal was to ensure that the Town's Plan was a competitive and cost effective benefit package.

The Town has retained the benefit consulting services of Mosey & Mosey since 2001. Mosey & Mosey and PPI Financial were asked to present a new proposal based on requested benefit enhancements and cost savings effectiveness. A comprehensive analysis was completed of both proposals.

Effective June 1, 2009 The Blue Mountains will contract the services of PPI Financial Consultants. The Town conducted three reference checks on PPI Financial from within the private and public sector. All three references completed were positive. The benefit carrier will be Great West Life and they will provide extended healthcare and dental, life and travel insurance, short term disability (STD), long term disability (LTD), and accidental death and dismemberment (AD&D) coverage. This new plan will include benefit enhancements to the employees as outlined on the attachment entitled "The Blue Mountains – List of Benefits Enhancements".

C. The Blue Mountains' Strategic Plan

Providing a strong well managed municipal government. By contracting with PPI Financial the Town will maintain a comprehensive plan at competitive rates while improving the level of benefits. This will also be aligned with our goal to be a Preferred Employer of choice.

D. Environmental Impacts

None

E. Budget Impact

There will be significant cost savings to The Blue Mountains of approximately \$20,000 annually.

F. Attached

The Blue Mountains – List of Benefits Enhancements

Respectfully submitted,

Tracey McKenna

For more information, please contact
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THE BLUE MOUNTAINS

New Benefit Enhancements - 2009:

- Vision care \$400.00 every 24 months
- Orthodontic coinsurance to a maximum of \$1,500 per lifetime for adults and children
- Increase in life insurance
- Best Doctors Program – Access to a second opinion for medical reasons
- Self Access – Ability to submit claims online
- One benefit carrier for customer service enhancement
- All other benefits will remain the same – no deductions in any service currently provided