



Where ideas work

October 1, 2015

To: Employers Participating in the BC Public Service Benefit Plans

Re: Benefit Plan Changes

The following changes are effective January 1, 2016.

Employee Basic Life Insurance Plan

The premium rate for the plan is subject to review annually by Great-West Life to determine whether the premiums are at a sufficient level to cover future life insurance claims. Great-West Life recently completed their annual financial review and determined that an increase to the premiums is necessary.

Effective January 1, 2016, the current premium paid by both the employer and employees will increase from 17 cents per thousand to 18 cents per thousand of insurance. Premiums for the first \$80,000 of insurance will continue to be paid by the employer and the employee will pay the remainder. For example, life insurance premiums for an employee with an annual salary of \$50,000 are:

	Monthly	Annual Cost
Employer-paid premium (\$0.18/1000) x \$80,000	\$14.40	\$172.80
Cost to employee (\$0.18/1000) x \$70,000	\$12.60	\$151.20
Total	\$27.00	\$324.00

If you have your own payroll system, please ensure that it is updated with the new premium.

Extended Health Plan

A reminder that the following changes to the extended health plan are effective January 1, 2016.

- The per person lifetime maximum increases to \$500,000 (from \$250,000);
- Chiropractor, physiotherapist, podiatrist, massage therapist and naturopathic physician: the \$10 visit fee applies to the first 6 visits (previously 8 visits); and
- Increase in the reimbursement formula threshold of 80% coverage for the first \$1,200 (from \$1,000) paid for a person in a calendar year. Any claims paid beyond the \$1,200 will be covered at 100% to plan limits.

I have attached a copy of an employee communication to assist you in advising your employees about these changes.

Should you have any questions, please contact me at 250 356-6896.

Sincerely,



for
Sandy Zörn,
Manager, Benefits Design and Programs

Attachment