



**Calgary Board of Education
HR Group Benefits
General Updates for CBE Employees**

This HR Group Benefits e-Bulletin provides a general update on chiropractic services reimbursement, Health Spending Account credits, Pay-Direct Drug Card and Local Authorities Pension Plan contributions. Please review the sections that pertain to your particular employee group.

All Employee Groups

Chiropractic Service Reimbursement

- Effective July 1, 2009 Alberta Health and Wellness (AHW) no longer covers chiropractic services.
- In June 2009, CBE asked all employees to refrain from submitting claims to Sun Life until CBE reviewed the impact this change would have on our claims' costs and CBE's Extended Health Care (EHC) plan design.
- On December 14th, the Superintendents' Team, understanding the importance of supporting the CBE employees and their families' health and wellness, endorsed the recommendation that chiropractic services be reimbursed from **first dollar spent**, up to the current annual maximum under your group plan.

Example: A group plan that has an annual maximum of \$500, with 80% employer paid and 20% employee paid co-share will be reimbursed as follows:

Chiropractor Service	\$75.00
Co-insurance – 20% employee	(\$15.00)
Employer reimbursement through Sun Life	\$60.00

Additional treatments would be reimbursed as shown to the annual maximum.

- All outstanding chiropractic claims from July 1, 2009 to present can now be sent to Sun Life for reimbursement under this revised reimbursement program.
- These changes will also apply to all future chiropractic claims.

Health Spending Account (HSA)

Health Spending Account Credits 2010

- 2010 HSA Credits are effective January 1, 2010 and will be in your Sun Life account by January 5th.

Health Spending Account Claims from 2009

- Under the 90-day Federal Income Tax Act guidelines, all HSA claims for 2009 must be received at Sun Life for reimbursement by March 30, 2010. No further expenses for the benefit year January 1 – December 31st 2009 will be reimbursed after March 31st 2010.
- Any 2009 HSA credits remaining in your account at the end of 2009 will be carried forward for use in the 2010 benefit year. When available, credits that have been carried forward will always be used to

pay claims before new credits are used. At the end of the 2010 benefit year, any remaining 2009 HSA credits are lost.

- An example of how the balance carry-forward and forfeiture rules apply can be found at:
HR Central → Benefits → Group Benefits → Health Spending Account → When Are Credits Available?

Exempt, Staff Association Main Body and PSS, CUPE, Trades

Pay-Direct Drug Card

- Dispensing fee – no change to the dispensing fee cap of \$10.00, however some of the pharmacies have raised their dispensing fee. An updated dispensing fee list will be posted January 5th, 2010 and can be accessed at: HR Central → Benefits → Group Benefits → Pay Direct Drug Plan Card.
- Most CBE Extended Health Care plans (EHC) have an annual \$25.00 deductible for the first claim reimbursed in any new calendar year. Effective January 1, 2010 this \$25.00 will now be applied to your first PDD card prescription purchase. **Note:** This is not an additional cost, only a redirection of the annual \$25.00 deduction currently in your plan design.
 - Example – your EHC plan has an 80% employer paid and a 20% employee paid co-share
 - First prescription in calendar year \$100.00
 - Annual, one time only deduction paid by you to pharmacy (\$25.00)
 - Less 20% employee paid on remaining \$75.00 (\$15.00)
 - Total paid by PDD Card \$60.00

Local Authorities Pension Plan (LAPP)

LAPP Rate Change for 2010

In July LAPP mailed notification to all members that the contribution rates will increase effective January 1, 2010. This means that the increase to both employee and employer contributions will be reflected on your January pay advice.

The impact of the increase for LAPP members and employers is shown in the following tables:

Tables are displayed as a percentage of pensionable salary

Current 2009 Rates	Up to YMPE	Over YMPE
Members' Current Rate	7.46% up to YMPE	10.66% over YMPE
Employer's Current Rate	8.46% up to YMPE	11.66% over YMPE
New 2010 Rates	Up to YMPE	Over YMPE
Members' Rate January 1, 2010	8.06% up to YMPE	11.53% over YMPE
Employer's Rate January 1, 2010	9.06% up to YMPE	12.53% over YMPE

*YMPE refers to the Year's Maximum Pensionable Earnings level determined by the Canada Pension Plan. In 2010, the YMPE is \$47,200. Two examples illustrate the change below:

- **Employee currently making \$35,000 per year**
 - Current 2009 annual contributions are \$2611.00
 - **In 2010**, contributions will be \$2821.00, an increase of \$17.50/month
- **Employee currently making \$50,000 per year**
 - Current 2009 annual contributions are \$3848.40
 - **In 2010** contributions will be \$4127.16, an increase of \$23.23/month

If you have questions, please contact the Employee Contact Centre at 1-877-353-2555 or email at cbe.clientservicescentre@telus.com

 Please consider the environment before printing this bulletin.