



REPORT N° ADMIN 2019-011

Date	2019-09-04
Submitted by	Helen Collier
Subject	Great West Life Group Benefits
File N°	n/a

1) **NATURE/GOAL:**

To provide Council with an update report on the addition of paid benefits for Mayor and Councillors.

2) **DIRECTIVE/PREVIOUS POLICY:**

n/a

3) **DEPARTMENT'S RECOMMENDATION:**

That report ADMIN 2019-011 be received as information.

Que le rapport ADMIN 2019-011 soit reçu à titre d'information.

4) **BACKGROUND :**

On April 15, 2019, Council approved a report to establish paid benefits for the Mayor and Council. This benefit program is optional for Council.

5) **DISCUSSION :**

In April, Council approved a report (see attached) that provided optional health benefits to the Mayor and Councillors. After the approval, it was learned that there were 3 items that could not be optional. Those benefits are insurance for life, accidental death and dismemberment, and dependant life. The reason for this is because those benefits are provided to all under the existing contract that the City subscribes to. The City participates in a consortium made of several municipalities in the United Counties of Prescott and Russell and the terms of that contract cannot be amended.

As a result, there is an additional cost. All benefit costs are shared on a 90 / 10 split. The municipality pays 90% and the Councillor pays 10%. The additional cost for the municipality is \$1,445.52 annually. For the Councillors that opted not to have the health benefits, they will be required to pay \$19.19 per year. See the attached spreadsheet. For the members that opted-in, the costs are as presented in the April report. There was discussion that because the Mayor and Council are not considered employees, they should be able to opt out of all benefits. There have been numerous discussions with the provider to make an exception and it is not possible.

6) **CONSULTATION:**

n/a

7) **RECOMMENDATIONS OR COMMENTS FROM COMMITTEE/ OTHER DEPARTMENTS :**

n/a

8) **FINANCIAL IMPACT (expenses/material/etc.) :**

n/a

9) **LEGAL IMPLICATIONS :**

n/a

10) **RISK MANAGEMENT:**

n/a

11) **STRATEGIC IMPLICATIONS:**

n/a

12) **SUPPORTING DOCUMENTS:**

Attachment 1: HR 2019-08 Council Group Benefits

Attachment 2: Great West Life Costing