

March 17, 2023

To: Benefit Administrators / Human Resource Personnel / Union Partners

From: Lorne Shiplack
Director, Benefit Services, Employee Benefits

Re: REMINDER: Core Dental Plan Contribution Rate Increase Effective April 1, 2023

Effective April 1, 2023, the core dental contribution rate will increase from \$68.75 per full-time equivalent (FTE) to \$70.75 per FTE.

The core dental rate increase is required to cover the actual costs of the core dental plan and to re-establish a reserve amount equal to 6 months of claims plus expenses.

The core dental plan is an Administrative Services Only (ASO) arrangement, which means the plan covers the full cost of actual claims incurred plus an administrative fee for service to the insurance provider for paying the claims on the plan's behalf.

The core dental plan is funded by employer contributions based on a monthly rate multiplied by the number of FTEs.

The core dental rate is reviewed annually by the Employee Benefit Plans Committee and the Board of Trustees to ensure the rate is adequate to cover the actual costs of the plan. Any changes to the rate must be approved by the Board of Trustees.

The Employee Benefit Plans Committee and the Board of Trustees will continue to monitor the core dental contribution rate closely and will confirm the rate for 2024 in the fall of 2023. A rate increase will be implemented only if it is required.

If you have any questions about the core dental contribution rate for 2023, please contact Lorne Shiplack at Lorne.Shiplack@3sHealth.ca or 306.347.5528.