

Report to Council

Re: Group Benefits Program Report –
November 1, 2024 - Clerk's Office-
2024-20

From: Martina Chait-Hartwig

Date: September 17, 2024

Recommendation:

That the Clerk's Office-2024-20 report, September 17, 2024, regarding the Group Benefits Program – November 1, 2024, Renewal Report be received for information.

Overview:

The Township of Douro-Dummer employees are provided with benefits that include health, dental, basic life, dependent life, weekly indemnity, long term disability and the employee assistance program through Manulife Financial. In addition, the Accidental Death & Dismemberment insurance is underwritten by AIG Insurance. Each year a renewal is provided based on the claims experience partially realized by the Township of Douro-Dummer and partially pooled under the Peterborough County-Wide Program with those municipalities that chose to participate, and the County of Peterborough.

As per the most recent amendments to the Compensation Agreements, staff are to provide the benefit costing to Council annually, prior to the renewal date.

Conclusion:

The renewal report from Jeff Fitzpatrick at Mosey and Mosey outlines the Township's negotiated rates for the program. The Township's negotiated rates saw reductions in the rates for Long Term Disability by 10% and Weekly Indemnity by 26.8%. An increase in rates were seen in Extended Health Care – Family and in Dental coverage. The other categories listed saw no change to their rates. Overall, the Township will see a decrease in the cost of the program by \$2,753 or 1.1%.

Financial Impact:

The 2025 operating budget see a decrease of \$2,753 for the cost of the group benefits plan.

Service Modernization and Innovation
Modernizing, refining and innovating services for residents is essential to effectively meet the needs of our community, enhance our operational efficiency, and ensure we remain adaptable in a rapidly changing world.

Business Attraction, Expansion, and Retention
Business attraction, expansion, and retention is vital for the economic health and sustainability of our Township, such as job creation, tax revenue, investing in innovation, maintaining our quality of life, and supporting community stability.

Infrastructure Renewal
Infrastructure renewal is a critical investment for our Township as it will ensure our adherence to health and safety, economic development, investment attraction, environmental sustainability, quality of life, public confidence, and regional competitiveness.

Report Approval Details

Document Title:	Group Benefits Renewal Report - 2024.docx
Attachments:	- Township of Douro Dummer November 1 2024 Renewal Rates.pdf
Final Approval Date:	Sep 10, 2024

This report and all of its attachments were approved and signed as outlined below:

Mike Rutter