

November 29, 2016

April 1, 2017 HBT Rate Notification (Health Authorities and Affiliates)

Attached is the Rate Sheet with your organization's contribution rates effective April 1, 2017. The April 1, 2017 rates will apply to the entire pay period in which April 1st falls.

Rates for Joint Trusts will be provided as soon as possible. In the interim, HBT rates for CBA, FBA and HSPBA have been provided for budget planning purposes and self-pay benefits rates.

If you are participating in HEABC's EDMP program, there is no change to the surcharge amount for April 1, 2017 at this time. EDMP rates for Joint Trust groups will be provided as soon as available.

Additional information about your contribution rates:

HBT provides health and welfare benefits on a self-insured basis. Being self-insured, contribution rates are closely aligned with the expected cost of claims. Contributions pay for benefit payments and administrative services provided by HBT and its service providers, Great-West Life and Pacific Blue Cross. Rates for different benefits are derived using various methods:

- Extended Health and Dental rates are set using claims experience from the past three years to estimate the future cost of claims.
- Long Term Disability (LTD) rates are set using past claims experience from approximately five years for the pool to estimate the future cost of claims. For employees in provincial collective agreements a province-wide base rate is set, which is then adjusted for the employer's experience as well as the pool's experience. For employees not covered by a provincial collective agreement, the LTD rate change is based on a combination of the pool experience and the employer experience.
- Group Life and Accidental Death & Dismemberment (AD&D) rates are set broadly across the Trust.

More information on HBT rate setting can be found at www.hbt.ca.

The Dental and Extended Health contribution rates shown are the full amounts you will pay for your employees on Long Term Disability. Continue to collect 50% of these rates from your employees on LTD.

Please forward this document to all departments within your organization that may require and rely on this information.

If you have any questions, please contact the HBT Benefits Team:

Christine Fenske, Team Lead
Phone: 604.678.8287
Email: christine.fenske@hbt.ca

Shirley Quon, Consultant
Phone: 604.678.8782
Email: shirley.quon@hbt.ca

Elisabeth Whiting, Executive Director, Client Service
Phone: 604.678.8739 or 778.384.4702
Email: elisabeth.whiting@hbt.ca