

HUMAN RESOURCES COMMITTEE NEWSLETTER - September 2008

Group Medical/Dental Plan: As you may be aware our Plan is subject to renewal on April 1st of each year. The renewal for 2008 was delayed in order to allow time for a market study which would help the Committee assess the competitiveness of our Plan in terms of coverages and rates.

The market study was carried out by our consultants, Morneau Sobeco. Six companies, including our current carrier, were asked to provide quotes and five responded. The list was then pared down to three, including our current carrier. After assessing the rates, services and other factors, not the least of which was a high level of satisfaction with the existing plan, the Committee opted to stay with Manulife.

To allow time for the market study to be completed, our March rates were extended to the end of June and the rates quoted during the market study were guaranteed for 16 months. This means that our next renewal will not be until the end of October 2009. Moreover, the new rate structure is slightly lower than that which we were paying up to June 30th.

The following chart shows the new monthly premium rates and cost sharing:

Coverage	Single Rate	Employee Share	Family Rate	Employee Share
Medical/Dental	160.78	28.44	390.41	110.17
Group Life Ins.	46.00	46.00	47.46	47.46
Total Premium *	206.78	74.44 (36%)	437.87	157.63 (36%)

* Under our cost sharing arrangement, participants pay the greater of 36% of the total premiums, or the life insurance premium, whichever is greater. For tax purposes, employee share is allocated first to life insurance.

The new benefits share will be prorated to year end and applied to your payroll starting with the September 30th pay.

While these new rates are very favourable, we must be vigilant when it comes to medical and dental claims, as they are the primary driver of premiums. The HR Committee opted not to make any changes to our coverages at this time, but we will continue to work with our consultants to explore any innovations that can help ensure the coverage and costs are sustainable. You will be kept informed of any future developments.

Just a Reminder: When you travel outside the country, your medical plan travels with you on the "Manu-Assist" plan. It is important to note that this travel coverage is for emergency medical assistance only, and does not normally provide coverage for pre-existing conditions. Before you travel outside of the country it is wise to contact "ManuAssist" at 1-800-265-9977 for pre-trip assistance.

Regulations Under Canon Seven: Canon Seven provides for the establishment of regulations relative to stipends, allowances and benefits for clergy appointed to parish or other ministries. The existing regulations, policies, and guidelines were developed over time, and on an ad-hoc basis and have been part of the "Red Book" (primarily in Section A).

A team appointed by the Constitution and Canons Committee and led by Charles Ferris, has been working for several months on a document that would bring all of those various policies, and

practices under a single set of regulations. While the work has necessarily included some relatively minor changes, the primary focus of the work has been to bring a semblance of order, clarity and consistency to our regulations.

A constantly evolving working draft was reviewed by various groups and individuals along the way and was subject to extensive review by the clerical and lay members of the Human Resources Committee. The final draft was then presented to, and approved by, the Diocesan Council at its September 17th meeting. The approved Regulations are available on the Human Resources Committee page of the Diocesan web site.

<http://anglican.nb.ca/synod/hr/index.html>

Some Other Items of Interest:

The Human Resources Committee has appointed a working group to study and report on stipend and travel reimbursement allowances for 2009. It is expected that Diocesan Council will hear and deal with the Committee's recommendations at its November 5th meeting.

The Human Resources Committee wishes to remind all clergy that you are expected to report to the Synod Office, on a monthly basis, the number of kilometers driven on parish business. This is an important part of the travel reimbursement system. Reports can be made via email and need only provide the month and the number of km's.

The Human Resources Committee has a mandate that extends well beyond stipends and benefits. Items currently in various stages of consideration by the Committee include:

- the development of a clergy wellness program
- the timing and program for another clergy pre-retirement conference
- possible guidelines for an stipend review process at the parish level
- a review of our maternity/parental leave policies
- the possibility of drafting regulations or guidelines relative to parish lay employees

This newsletter is produced under the authority of the Human Resources Committee. If you have questions or would like to suggest topics for future publication please contact any member of the Committee.
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T Curry, Chair - Human Resources Committee

Committee contact information follows.

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21 April 2008

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