



# **ANNUAL REPORT**

**For the period ending  
December 31, 2014**

**MISSION:**

**“With strength in numbers,  
the Association will work for you!”**

**SRA is an unpaid  
Volunteer Registered Non Profit Group**

**SASKATCHEWAN RETIREES  
ASSOCIATION INC.**

# SASKATCHEWAN RETIREES ASSOCIATION

ANNUAL GENERAL MEETING

JUNE 18, 2015

11:00 AM CALL TO ORDER AND WELCOME

- 1 ADOPTION OF AGENDA
- 2 APPROVAL OF MINUTES (2014)
- 3 AUDITORS REPORT

## COMMITTEE REPORTS

- 4 FINANCE COMMITTEE
- 5 PUBLIC RELATIONS AND MEMBERSHIP
- 6 GROUP BENEFITS

- 7 OTHER BUSINESS AND QUESTIONS
- 8 ELECTIONS

- 9 ADJOURN

**SASKATCHEWAN RETIREES ASSOCIATION**

**ANNUAL REPORT**  
**FOR THE PERIOD ENDING**  
**DECEMBER 31, 2014**

## **Policy Statement**

### **Mission**

The Saskatchewan Retirees Association Inc. (SRA) is a volunteer non-profit organization of retired or soon to be retired Saskatchewan Government and non-Government employees and/or their surviving spouses that promotes the enhancement of member's pensions and associated benefits.

### **Organization**

The SRA Board of Directors consists of 15 members elected by the membership. To facilitate the Board in carrying out its Mission, it is supported by a variety of committees which carry out specific roles and responsibilities as well as making recommendations and proposals for consideration of the Board.

### **Governance**

The work and activity of SRA is governed by its bylaws, namely "The Bylaws of the Saskatchewan Retirees Association Inc."

### **Goals**

- organize the resources of the SRA to provide effective, timely service to the membership
- advocate improvements in benefits that reflect the needs of the members (e.g., Extended Group Benefits)
- make relevant information available to members or interested parties
- make timely presentations to the Government and/or other organizations to advocate positive changes to current members retirement benefits
- research and compile data and trends in the pension benefits fields
- develop and maintain good relationships with fellow organizations, appropriate Government and other bodies and agencies
- provide mechanisms that will facilitate the social and communication needs of the membership
- solicit and strive to react to the expressed needs of the membership
- initiate interaction with the private sector for the provision of appropriate benefits
- maximize SRA membership



## **SRA - OFFICERS AND COMMITTEES OF THE BOARD**

### **PRESIDENT**

Alf Zimmerman PO Box 567  
Fort QuAppelle, S0G 1S0 Ph 332 - 4944

### **V PRESIDENT - FINANCE**

Frank May 4146 Elphanstone St.  
Regina, S4S 3L2 Ph 586 - 9898

### **V PRESIDENT - CORPORATE**

Ron Reavley 3522 Lakeview Ave.  
Regina, S4S 1H2 Ph 586 - 0923

## **COMMITTEES**

### **EXECUTIVE**

Chair - Alf Zimmerman Ph 332 - 4944

### **MEMBERSHIP**

Chair - Roland Bashelu Ph 586 - 1168

### **FINANCE**

Chair - Frank May Ph 586 - 9898

### **POLICY**

Chair - Ron Reavley Ph 586 - 0923

### **PENSIONS**

Chair - Alf Zimmerman Ph 332 - 4944

### **GROUP BENEFITS**

Chair - Jack Peterson Ph 586 - 3102

### **COMMUNICATIONS**

Chair - Chris Pasloske Ph 924 - 4119

## BOARD OF DIRECTORS

AS AT DECEMBER 31, 2014

MARIAN BROWN	REGINA	585-0498
LINDA CLARK	REGINA	545-7839
ANN DONOVAN	REGINA	584-1727
CHARLOTTE DUSYK	REGINA	781-2562
ROLAND BACHELU	REGINA	586-1168
BARRY DIXON	REGINA	
RANDY DOVE	REGINA	789-5322
KEN LOZYNSKY	REGINA	949-3042
FRANK MAY	REGINA	586-9898
CHRIS PASLOSKE	REGINA BEACH	
JACK PETERSON	REGINA	586-3102
RON REAVLEY	REGINA	586-0923
GRAHAM TUER	REGINA	586-7434
MARTIN WRUBLESKI	REGINA	543-8867
ALF ZIMMERMAN	FORT QUAPPELLE	332-4944

## **Saskatchewan Retirees Association Inc.**

### **Annual General Meeting Minutes June 19, 2014 SGEU Hall, 1440 Broadway Avenue Regina, SK**

President Alf Zimmerman called the meeting to order at 1105am and chaired the meeting. There were 83 members in attendance. A copy of the Annual Report was available to members. The President extended a welcome to all members present.

**1. Adoption of the agenda:**

Moved by Jack Peterson, Seconded by Bruce Weighill to adopt the agenda as presented.

**CARRIED**

**2. Approval of the Minutes of the 2013 Annual General Meeting**

Moved by Bob Livingston, Seconded by Diane Morgan to accept the minutes as presented.

**CARRIED**

**3. President's Report**

- President Alf Zimmerman welcomed the members to the meeting and highlighted the events of the year as outlined on pages 10-12 in the Annual Report.
- Members were asked to stand to recognize members that had passed on in the past year.
- The status of the defined benefit Pension Plan was discussed with comments about the reduction in the number of pensioners receiving benefits through the defined benefit plan (from 7021 to 5912 members).



- Additional contact was attempted with the Minister of Health to discuss issues related to prescription drug fees; efforts continue to reach the Minister.
- Comments were made about the Board of Director's efforts to consider how the reduction of defined benefit pensioners would affect membership in the SRA. Discussion papers had been developed for consideration by the Board and would be part of the breakout groups later in the meeting.

A question of clarification was raised by May Smith about the continued viability of the Government Pension Plan; the response was that the comments were directed to the SRA Health and Dental Plan's continuation.

Chris Berg questioned about the viability of the SRA health and Dental Plan; the response was that the benefits plan would need additional new members to ensure its longer-term viability. The breakout groups were intended to seek member feedback as to the direction the Board should take to ensure the group plans continuation.

Members urged the Board to engage with the current members about joining the SRA Health and Dental Plan as well as to develop a marketing strategy to encourage new members to join the plan including a comparison to the PEBA/SGEU health plan.

Moved by Alf Zimmerman to accept the President's report.  
CARRIED

#### 4. Auditor's and Financial Report

- Frank May highlighted the Auditor's report as presented on page 14. He mentioned that the change in auditors was due to Robert Szautner

purchasing the business of the former auditor's practice.

- It was reported that all final costs from the legal challenge had now been paid during the year. Approximately \$750,000 was expended on the court action.
- It was reported that the surplus for the year was \$10,242.00. Differences included added computer costs to redevelop the website, upgrades to the membership database and to shift to email communication to members instead of postage.

In response to a question, it was reported that the annual audit fee was approximately \$1600.00.

The administrative fees were explained as containing a fee from GMS to the SRA for the work completed to process the application and enrolment of new members.

Moved by Frank May, Seconded by Ann Donovan to reappoint Robert Szautner as the auditor for 2014.  
CARRIED

Moved by Jack Kloczko, Seconded by Bob Walker to accept the auditor's report as presented.  
CARRIED

Moved by Linda Clark, Seconded by May Smith to accept the financial report as presented.  
CARRIED



## 5. Membership Committee Report

- Randy Dove reported that membership (page 22) had increased during the year as many new members from the crown corporations.
- Reference was made to the breakout groups and the need to accelerate the addition of new members from different organizations
- Efforts continue to re-engage with organizations to ensure they have information about the SRA Health and Dental Plan
- The Board was encouraged to consider more advertising activities to inform and attract new members including re-establishing regional meetings for dialogue.

Moved by Chuck Ames, Seconded by Ann Donovan to accept the Membership Committee report as presented.

CARRIED

## 6. Group Benefits Committee

- Jack Peterson reported on the SRA Health and Dental Plan (page 23-24), indicating that the claims experience of the past year was close to the target, resulting in a modest increase to premiums for 2014-15.
- The update also highlighted that the average age in the plan was lower, decreasing to 70 years, with increased enrolments of 6.3% in the extended health plan and 11.7% with the dental option.
- Special recognition was extended to the Committee members, Jack Kloczko, Alf Zimmerman, Frank May, Martin Wrubelski and Marian Brown
- A comment was made about the changes pending for federal employees benefits plans and the cost

shifts that are planned. The group may be another sector for future organizational membership.

Moved by Bob Walker, Seconded by Diane Morgan to accept the Group Benefits committee report as presented.  
CARRIED

#### 7. Public Relations and Communications Committee

- Chris Pasloske reported on the activity of the Committee during the year (page 25), including support of the re-launch of the website and efforts to use emails to contact members to update them on events of the Association.
- In reporting, reference was made to past efforts to reach members and the shift to more targeted communications, rather than mass communications to all members.
- Linda Tate commented on the value of the general membership and encouraged them to stay involved and committed in the affairs of the Association
- Chris also commented that he planned to retire from the Committee Chair role.

Moved by Jack Peterson, Seconded by Ruby Maitland to accept the Public Relations and Communications Committee report as presented.  
CARRIED

#### 8. Breakout Groups:

- Alf Zimmerman spoke about changes in the environment related to the continuation of the SRA with the age of the current membership and potential rising costs of the benefit plan.



- The SRA had up to 10,000 members in the past, now has 6650 members with changes in the demographics.
- He asked the members to consider options for the future of the Association in breakout groups facilitated by Linda Clark, Bob Gawley, Randy Dove and himself.

**Feedback:**

- all four breakout groups engaged in a full discussion of the options and reported back that Option 3, a selected, controlled expansion of member eligibility should be pursued to grow the membership
- it was agreed that any new member organizations should be "publically supported organizations"
- it was pointed out that the SRA Mission Statement and the bylaws had a conflict about "non-governmental" participation that needs to be addressed
- suggestions were made to develop more comparative information about other plans to be better able to communicate to potential members in the future
- SRA was encouraged to use the newsletters etc. of other organizations to ensure that their employees understand the existence and services of the SRA including the Health and Dental Plan
- SRA should seek opportunities to attend conferences and conventions of key organizations, including the union conventions
- The President agreed to take the comments and a directional document would be shared with the membership in the near future.

## 9. Board of Director Elections

- Alf Zimmerman indicated that there were five nominees for the five vacancies on the Board (page 26) for a three-year term.
  - Alf Zimmerman moved, Seconded by Gord Russell to accept the following nominees: Marian Brown, Bob Gawley, Jack Kloczko, Barry Dixon and Graham Tuer.
  - In response to the call for nominations from the floor, Bob Walker nominated Ann Donovan, seconded by Jack Peterson; Rolli Bachelu nominated Chris Pasloske, seconded by Ron Reavley
  - With the added nominees, both Jack Kloczko and Bob Gawley withdrew their nominations
  - Nominees had an opportunity to introduce themselves to the members.
  - Gord Russell moved than nominations cease.
- CARRIED

Alf Zimmerman declared the nominees elected.

## 10. Other Business:

- A draw was held for door prizes; Ron Reavley and Chris Paskloske's names were drawn as the winners.

## 11. Adjournment:

- Alf Zimmerman moved to adjourn the meeting.
- CARRIED

**Saskatchewan Retirees Association Inc.**  
**Financial Statements**  
*December 31, 2014*



Robert D. Szautner,  
Chartered Accountant Prof. Corp.

## Independent Auditors' Report

To the Members of Saskatchewan Retirees Association Inc.:

I have audited the accompanying financial statements of Saskatchewan Retirees Association Inc. which comprise the statement of financial position as at December 31, 2014 and the statements of revenue and expenditures, changes in net assets, and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

### *Management's Responsibility for the Financial Statements*

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

### *Auditor's Responsibility*

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statement.

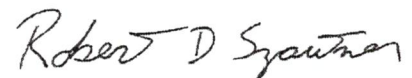
I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my qualified audit opinion.

### *Basis for Qualified Opinion*

In common with many non-profit organizations, Saskatchewan Retirees Association Inc. derives a portion of its revenue from the general public, the completeness of which is not susceptible to satisfactory audit verification. Accordingly, my verification of revenue was limited to the amounts recorded in the records of the Saskatchewan Retirees Association Inc. and I was not able to determine whether any adjustments might be necessary to any revenue, excess of revenues over expenses for the year, assets and net assets at the end of the year.

### *Qualified Opinion*

In my opinion, except for the effect of adjustments, if any, which might have been determined to be necessary had I been able to satisfy myself concerning the completeness of revenues as referred to in the Basis for Qualified Opinion paragraph, these financial statements present fairly, in all material respects, the financial position of Saskatchewan Retirees Association Inc. as at December 31, 2014 and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.



Regina, Saskatchewan  
May 5, 2015

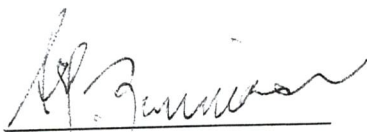
Robert D. Szautner,  
Chartered Professional Accountant

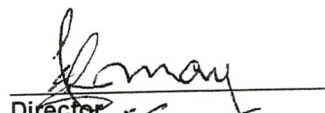
**Saskatchewan Retirees Association Inc.**  
**Statement of Financial Position**

*As at December 31, 2014*

	2014	2013
<b>Assets</b>		
<b>Current</b>		
Cash	118,846	72,942
Accounts receivable and advances	4,235	3,993
Investments	-	229,862
Accrued interest receivable	1,620	1,719
Prepaid expenses	1,267	1,267
	125,968	309,783
<b>Investments (Note 3)</b>	233,310	-
<b>Capital Assets (Note 4)</b>	1,542	355
	360,820	310,138
<b>Liabilities</b>		
<b>Current</b>		
Accounts payable	2,950	2,750
Prepaid membership dues	35,180	37,550
	38,130	40,300
<b>Net Assets</b>		
Unappropriated surplus	322,690	269,838
	360,820	310,138

Approved on behalf of the Board

  
 Director

  
 Director

The accompanying notes are an integral part of these financial statements

**Saskatchewan Retirees Association Inc.**  
**Statement of Revenue and Expenditures**

*For the year ended December 31, 2014*

	<b>2014</b>	<b>2013</b>
<b>Revenue</b>		
Administrative fees	50,967	50,384
Interest	3,369	2,240
Legal claim fund donations	355	630
Membership fees	26,435	28,775
	<b>81,126</b>	<b>82,029</b>
<b>Expenditures</b>		
Amortization	644	130
Bank and interest charges	132	106
Computer services	2,256	6,239
Contractual services	502	675
Delivery and postal service	2,661	7,043
Donations	200	-
Insurance	1,163	1,160
Meeting expenses	5,301	8,191
Office expenses	11,208	10,844
Professional fees	1,820	34,034
Printing and supplies	2,387	3,365
	<b>28,274</b>	<b>71,787</b>
<b>Excess of revenues over expenditures</b>	<b>52,852</b>	<b>10,242</b>

*The accompanying notes are an integral part of these financial statements*

**Saskatchewan Retirees Association Inc.**  
**Statement of Changes in Net Assets**  
*For the year ended December 31, 2014*

	Unappropriated Surplus	Legal Claim Fund	2014	2013
Net assets, beginning of year	269,838	-	269,838	259,596
Excess of revenue over expenditures	52,852	-	52,852	10,242
Allocation to(from) unappropriated surplus	-	-	-	-
Balance, end of year	322,690	-	322,690	269,838

*The accompanying notes are an integral part of these financial statements*



**Saskatchewan Retirees Association Inc.**  
**Statement of Cash Flows**  
*For the year ended December 31, 2014*

	2014	2013
<b>Cash provided by (used for) the following activities</b>		
<b>Operating activities</b>		
Excess of revenues over expenditures	52,852	10,242
Less items not affecting cash:		
Amortization	644	130
Change in working capital accounts:		
Accounts receivable	(242)	219
Accrued interest receivable	99	(1,204)
Prepaid expenses	-	(3)
Accounts payable	200	(302)
Prepaid membership dues	(2,370)	(4,950)
	51,183	4,132
<b>Investing activities</b>		
Purchase of capital assets	(1,831)	-
Purchase of investments	(233,310)	(229,862)
Proceeds on disposal of investments	229,862	103,828
	(5,279)	(126,034)
<b>Increase (decrease) in cash</b>	45,904	121,902
<b>Cash resource, beginning of year</b>	72,942	194,844
<b>Cash resources, end of year</b>	118,846	72,942

*The accompanying notes are an integral part of these financial statements*

**Saskatchewan Retirees Association Inc.**  
**Notes to the Financial Statements**  
*For the year ended December 31, 2014*

**1. Nature of operations**

Saskatchewan Retirees Association Inc. (the "Association") is incorporated under The Non-profit Corporations Act of Saskatchewan. The purpose of the Association is to provide a forum for the pursuit of issues and discussion important to enhance the lives of retirees and their families.

**2. Significant accounting policies**

The financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations using the following significant accounting policies:

***Capital assets***

Capital assets are stated at cost and are amortized using the declining balance method at the rates below. Expenditures for repairs and maintenance are charged to operations as incurred.

Equipment	20 – 30%
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***Revenue recognition***

The Association follows the deferral method of accounting for contributions. Revenue from administrative and membership fees are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

***Income taxes***

The Association is exempt from income taxes under Section 149(l)(f) of *The Income Tax Act*.

***Measurement estimates***

The preparation of financial statements in accordance with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amount of revenues and expenses during the reporting period. These estimates are reviewed periodically, and as adjustments become necessary, they are reported in earnings in the period in which they become known.

***Financial instruments***

Financial assets and financial liabilities are recorded on the statement of financial position when the Association becomes party to the contractual provisions of the financial instrument. All financial instruments are required to be recognized at fair value upon initial recognition, except certain related party transactions. Measurement in subsequent periods of equity instruments is at fair value. All other financial assets and financial liabilities are subsequently measured at amortized cost.

Fair value is the amount at which a financial instrument could be exchanged at arm's length between willing, unrelated parties in an open market. Changes in fair values of financial assets and financial liabilities measured at fair value are recognized in excess of revenues over expenses.

When there is an indication of impairment and such impairment is determined to have occurred, the carrying amount of financial assets measured at amortized cost is reduced to the greater of the discounted cash flows expected or the proceeds that could be realized from the sale of the financial asset. Such impairments can be subsequently reversed if the value improves.

**Saskatchewan Retirees Association Inc.**  
**Notes to the Financial Statements**  
*For the year ended December 31, 2014*

**3. Investments**

Investments consist of a GIC held at Bank of Montreal, maturing in 2019 paying interest at 1.40% in year one, 1.60% in year two, 1.75% in year three, 2.00% in year four, and 2.65% in year five.

**4. Capital assets**

	<b>Cost</b>	<b>Accumulated Amortization</b>	<b>2014 Net Book Value</b>	<b>2013 Net Book Value</b>
Equipment	<b>14,277</b>	<b>12,735</b>	<b>1,542</b>	355

**5. Donated services**

The Association is dependent on the voluntary service of many of its members. Due to the difficulty of determining its fair value, donated services are not recognized in these financial statements

**6. Financial instruments**

The Association as part of its operations carries a number of financial instruments. It is management's opinion that the Association is not exposed to significant interest, currency, market or credit risks arising from these financial instruments, except as otherwise disclosed.

**Interest rate risk**

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Association's exposure to interest rate risk is limited to the fixed interest rate GIC.

**Liquidity risk**

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The Association's is exposed to liquidity risk with respect to its accounts payable and accrued liabilities but manages its liquidity risk by holding assets that can be readily converted into cash.

**7. Comparative figures**

Certain comparative figures have been reclassified to conform with current year presentation.

## COMMITTEE REPORTS



2014

## FINANCE COMMITTEE

The Association experienced a healthy surplus in the 2014 fiscal year. Revenues exceeded expenditures by \$52,852. The total revenue was very close to the 2013 figure, however it was more than adequate to cover our expenditures for the year. Significant expenditure reductions occurred in professional fees, computer services, postal services and meeting expense.

## Membership Dues-

The membership fee revenues continue to decrease in part because of the policy of discontinuing annual fees for members of our Health Benefits Plan. New memberships did assist in sustaining a significant level of revenue.

## Professional Fees-

The fees in 2014 consist of the Auditors Fee and Corporate Registry Fees.

## Expenditures –

The reduction in expenditures for 2014 was largely due to the absence of special projects. The ongoing activities were held at a normal operating level.

Respectfully submitted,

Frank May, Chair Finance Committee.



## **Membership and Communications Committee Report 2014 Annual Report**

The Membership Committee and the Public Relations and Communications Committees worked closely together throughout 2014. Based on the close working relationship, the Committees have merged into one working group, responsible for both activities.

As of December 31, 2014, the SRA had 6729 members a 1.3% increase from 2013. During the year, 140 new members joined the Association. Of the new members, 51% were employed by the four large Crown Corporations.

With the re-launch of the SRA website in 2013 ([www.saskretirees.org](http://www.saskretirees.org)), information was updated on a monthly basis during 2014. Usage was tracked starting in May 2014. Between May and December 2014, 2228 visits occurred for an average of 278.5 per month (9.3 visits per day). 9424 page views occurred as members and potential members gained access to forms and information about the SRA. The website will be increasingly important as younger retirees join the SRA. During 2014, usage of the website increased every month as 70% of the visitors were new visitors to the site.

The annual process occurred to advise members by letter of the premium rates for 2014-15. Written and email correspondence was used to remind 696 members to renew their membership. Reminders were also posted on the website. As a result, 579 (83.2%) members renewed their memberships.

The Membership and Communications Committees posted the Membership Expansion proposal on the website, inviting comments from the membership. Consistent with feedback at last year's AGM, all comments received suggested that the SRA should pursue a plan to expand membership eligibility in a controlled, thoughtful way. The Executive Committee developed criteria for new applicants so as to be able to review their potential impact on the Association. Interest has been received from two new organizations, representing a potential for over 100 new members. Activity on membership expansion will continue through 2015-16.

With steady growth and activity to expand the membership, the SRA remains a viable organization dedicated to enhancing the health and wellbeing of public sector retirees.

Jointly submitted,

Membership and Communications Committee  
Randy Dove, Chair  
Rolli Bachelu  
Chris Pasloske  
Ken Lozinsky

**2014 ANNUAL REPORT  
GROUP BENEFITS COMMITTEE**

**Membership:**

Ann Donovan	Frank May
Alf Zimmerman	Martin Wrubleski
Marian Brown	Jack Peterson, Chair

The current and previous years number of SRA members covered under the Extended Health Plan and Dental Option can be summarized as follows:

**SRA Membership Profile by Age Band  
IN THE EXTENDED HEALTH**

<u>YEAR</u>	<u>AGE BAND</u>						<u>Total</u>	<u>Estimated</u>
	<u>&lt;55</u>	<u>55-64</u>	<u>65-69</u>	<u>70-74</u>	<u>75-79</u>	<u>&gt;79</u>		<u>Average</u>
								<u>Age</u>
<u>Dec14</u>	<u>25</u>	<u>359</u>	<u>198</u>	<u>180</u>	<u>224</u>	<u>351</u>	<u>1337</u>	<u>72.3</u>
<u>Dec13</u>	<u>23</u>	<u>292</u>	<u>166</u>	<u>176</u>	<u>215</u>	<u>330</u>	<u>1202</u>	<u>72.4</u>
<u>Dec 12</u>	<u>20</u>	<u>233</u>	<u>153</u>	<u>219</u>	<u>223</u>	<u>283</u>	<u>1131</u>	<u>72.6</u>
<u>Nov 11</u>	<u>20</u>	<u>231</u>	<u>153</u>	<u>218</u>	<u>221</u>	<u>282</u>	<u>1125</u>	<u>73.0</u>
<u>Dec 10</u>	<u>24</u>	<u>205</u>	<u>158</u>	<u>227</u>	<u>221</u>	<u>266</u>	<u>1101</u>	<u>72.8</u>
<u>Dec 09</u>	<u>20</u>	<u>186</u>	<u>170</u>	<u>233</u>	<u>218</u>	<u>237</u>	<u>1064</u>	<u>72.7</u>
<u>Dec 08</u>	<u>21</u>	<u>193</u>	<u>177</u>	<u>236</u>	<u>227</u>	<u>215</u>	<u>1069</u>	<u>72.3</u>
<u>Mar 08</u>	<u>14</u>	<u>159</u>	<u>172</u>	<u>244</u>	<u>238</u>	<u>225</u>	<u>1052</u>	<u>73.0</u>
<u>Feb-07</u>	<u>10</u>	<u>151</u>	<u>193</u>	<u>253</u>	<u>228</u>	<u>195</u>	<u>1030</u>	<u>72.5</u>
<u>Feb-06</u>	<u>8</u>	<u>153</u>	<u>218</u>	<u>251</u>	<u>213</u>	<u>177</u>	<u>1020</u>	<u>72.2</u>
<u>Mar-05</u>	<u>8</u>	<u>170</u>	<u>229</u>	<u>254</u>	<u>203</u>	<u>157</u>	<u>1021</u>	<u>72.0</u>

**IN THE DENTAL OPTION**

<u>Year</u>	<u>Age Band</u>						<u>Total</u>	<u>Estimated</u>
	<u>&lt;55</u>	<u>55-64</u>	<u>65-69</u>	<u>70-74</u>	<u>75-79</u>	<u>&gt;79</u>		<u>Average</u>
								<u>Age</u>
<u>Dec 14</u>	<u>21</u>	<u>257</u>	<u>149</u>	<u>121</u>	<u>125</u>	<u>154</u>	<u>827</u>	<u>70.0</u>
<u>Dec13</u>	<u>21</u>	<u>209</u>	<u>125</u>	<u>109</u>	<u>119</u>	<u>144</u>	<u>727</u>	<u>70.2</u>
<u>Dec 12</u>	<u>15</u>	<u>170</u>	<u>107</u>	<u>125</u>	<u>108</u>	<u>128</u>	<u>651</u>	<u>71.1</u>
<u>Nov 11</u>	<u>15</u>	<u>168</u>	<u>107</u>	<u>125</u>	<u>106</u>	<u>128</u>	<u>647</u>	<u>71.5</u>
<u>Dec 10</u>	<u>15</u>	<u>156</u>	<u>114</u>	<u>130</u>	<u>96</u>	<u>123</u>	<u>634</u>	<u>71.0</u>
<u>Dec 09</u>	<u>13</u>	<u>145</u>	<u>112</u>	<u>122</u>	<u>93</u>	<u>110</u>	<u>595</u>	<u>70.9</u>
<u>Dec 08</u>	<u>16</u>	<u>150</u>	<u>111</u>	<u>128</u>	<u>96</u>	<u>88</u>	<u>589</u>	<u>70.2</u>
<u>Mar-08</u>	<u>11</u>	<u>120</u>	<u>106</u>	<u>131</u>	<u>98</u>	<u>95</u>	<u>561</u>	<u>71.1</u>
<u>Feb-07</u>	<u>7</u>	<u>122</u>	<u>115</u>	<u>127</u>	<u>104</u>	<u>74</u>	<u>550</u>	<u>70.9</u>
<u>Feb-06</u>	<u>10</u>	<u>116</u>	<u>121</u>	<u>118</u>	<u>90</u>	<u>67</u>	<u>522</u>	<u>70.4</u>
<u>Mar-05</u>	<u>9</u>	<u>119</u>	<u>115</u>	<u>114</u>	<u>87</u>	<u>59</u>	<u>503</u>	<u>70.3</u>



The average age of members in both the Extended Health Plan and the Dental Option is getting younger. Enrollment has increased by 11.2% in our Extended Health Plan and by 13.7 % in our Dental Option. This is due mainly to new Crown Corporation retirees joining the SRA Plan. Demographics have a tremendous impact on utilization as Health care costs tend to rise rapidly with age.

Our group's Extended Health claims experience for the period of July 1/14 to March 31/15 had an increase in usage of 6.8%, from the previous year's 9 month period. The review analysis indicated this was caused primarily by a 6.0% increase in prescription drug claims. Dental claims experience for the same period had an increase of 24.7%.

The review analysis by GMS resulted in monthly premiums for Extended Health being increased by 6.95 and the Dental Option being increased by 9.25 for the 2014/15 policy year. The increase in monthly premiums for the SRA Group Benefits Plan for July 1, 2015 to June 30, 2016 will be as follows:

	Single	Couple	Family
<b>Extended Health:</b>	from \$ 85.92 to \$91.89	from \$172.14 to \$184.10	from \$204.80 to \$219.03
<b>Dental Option:</b>	from \$ 32.41 to \$35.41	from \$ 64.80 to \$ 70.79	from \$ 74.54 to \$81.43

The committee considered increasing selected benefits and decided to hold the line for this year to prevent further increases in premiums..

Prescription drugs account for 74% of the total health claims this year. Three factors will influence drug claim costs in the upcoming renewal period: the continued rise in the prescribing of specialty drugs, the Pan-Canadian Bulk Buying Agreement and the changes to the Seniors Drug Plan as a result of the 2015/16 Saskatchewan provincial Budget. As prescription drug claims make up such a large part of the premiums, we have put together some suggestions as to how to reduce your out-of-pocket costs for prescription drugs as well as how to reduce the costs to the benefits plan which ultimately helps keep premiums low. Please pick up a copy of the suggestions at the entrance vestibule for further information.

The 2014/15 edition of the SRA-GMS Extended Health and Dental Plan brochure is available in the entrance vestibule. There is no change for 2015/16.

I would like to thank the members of the Committee for their work and dedication. They attended 5 committee meetings in 2014

Respectfully submitted

Jack Peterson Chair,  
Group Benefits Committee