

Full Authority
21 June 2018
Agenda Item: 13

Crowe Valley Conservation Authority Personal Health Care Spending Account Policy

Background

As stated in the proposed CVCA Personal Health Care Spending Account Policy, (PHCSA) during the CVCA's budget deliberations, the Board approved the implementation of a PHCSA to provide some assistance to staff since the Sunlife health care benefit program would no longer be offering 100% coverage. The reduction in the coverage meant a cost savings to the CVCA. The Board chose to use these savings for the PHCSA and passed the following motion to confirm its commitment to staff:

FA Motion G74/17

Moved By: Jim Martin

Seconded By: Sandy Fraser

To keep the budget line for group benefits the same and use any savings to implement an employee health care spending account for employees.

Carried.

Since the 2018 Budget has been approved, staff have proceeded to develop a CVCA Personal Health Care Spending Account Policy for Board approval and is included as part of the agenda package. The Policy will ensure the benefit relief is used in an appropriate manner.

The policy has been presented to staff for their edification and one inquiry has been received. A staff member has questioned whether any unspent contributions from the first year of a three year cycle period would/could be paid to staff. As of now, the policy states that there will be no cash given to employees at anytime.

Recommendation:

That the CVCA Board approve the proposed Personal Health Care Spending Account Policy as presented and each employee receive a yearly contribution of \$400 to the PHCSA to be used as directed in the Policy.

Board Decision

TP