

NO: R259

COUNCIL DATE: December 16, 2024

REGULAR COUNCIL

TO: **Mayor & Council** DATE: **December 10, 2024**

FROM: **City Manager** FILE: **0560-01**
General Manager, Corporate Services

SUBJECT: **Council Indemnity and Benefits Market Review**

RECOMMENDATION

The City Manager and the General Manager, Corporate Services recommend that Council:

1. Receive this report for information;
2. Direct staff to update council indemnities to reflect current market conditions as outlined in this report; and
3. Upon approval of recommendation #2, direct staff to update Council Policy No. D-36.

INTENT

In accordance with Council Policy No. D-36 Council Indemnity and Benefits (the "Policy") (attached to this report as Appendix "I"), the City has conducted a market review of the Council indemnity structure and benefits. The purpose of this report is to inform Council of its findings and staff's recommendations.

BACKGROUND

The City compensates members of City Council equitably within its relevant comparator market, for the service they provide to residents. For clarity, compensation that is provided to Council is referred to as "indemnity".

The Policy defines the methodology and procedures by which indemnities and benefits are provided to Council. In accordance with the Policy, Council indemnities are adjusted in two ways:

1. Through annual adjustments based on an approved formula ("Annual Increase"); and
2. Through a market review that occurs every four years ("Market Review").

The following section provides additional information on the Annual Increase and Market Review processes.

Annual Increase

Each year, staff recommends an increase to Council indemnity that is calculated in accordance with the formula set out in the Policy. This increase takes effect on January 1, each year. The 2025 annual increase will be presented to Council at the Closed Council meeting on January 13, 2025 and will be retroactive to January 1.

Market Review

As required under the Policy, every four years the overall Council indemnity structure is benchmarked against Western Canada and Ontario municipalities of comparable size and complexity.

The following points summarize key outcomes of the last market review that was implemented in 2021:

- Mayor's indemnity was increased from \$150,576 to \$ 156,800 (current indemnity is \$171,150);
- Councillor indemnity was increased from \$76,795 to \$78,139 (current indemnity is \$87,287);
- Acting Mayor indemnity increased from \$110.73 to \$112.67 per day (current daily rate is \$123);
- Mayor's vehicle allowance remained at \$ 14,580 per year;
- Councillor's vehicle allowance remained at \$7,435 per year; and
- No changes to benefits

For this current market review, the City has employed a similar approach and methodology in carrying out its analysis and formulating its recommendations.

DISCUSSION

To conduct this review, staff engaged Mercer Canada Limited ("Mercer"), a global leader in compensation consulting, to undertake a market analysis of Council indemnities and benefits.

Working with Mercer, staff confirmed an appropriate group of cities for Council indemnity comparison. As specified in the Policy and noted previously in this report, the comparators were Western Canada and Ontario municipalities of comparable size and complexity. A total of 12 comparator cities were identified and are listed as follows:

1. Brampton, ON
2. Burnaby, BC
3. Calgary, AB
4. Coquitlam, BC
5. Edmonton, AB
6. Mississauga, ON
7. Ottawa, ON
8. Toronto, ON
9. Richmond, BC
10. Vancouver, BC
11. Victoria, BC
12. Winnipeg, MB

Mississauga and Toronto declined to participate in the compensation survey. As such, the data from those cities was sourced from reliable publicly available information.

Mercer used the same survey methodology, comparator cities, and comparison criteria, as was used in the 2021 review. Mercer compared Surrey's data against the 12 comparator cities and accounted for relative differences in city size by considering operating budgets and populations. This exercise is known as "sizing" and is contemplated in the Policy and also consistent with past practice.

Staff have reviewed Mercer's report in detail and recommend that the following adjustments be implemented to Council indemnities:

Indemnities

- Mayor Indemnity – Effective January 1, 2025, increase the Mayor's indemnity from \$171,150 to \$184,899.
- Councillor Indemnity - Per the Policy, Councillor indemnity is set at 51% of the Mayor's indemnity. Effective January 1, 2025, increase the Councillor indemnity from \$87,287 to \$94,298.

The above noted adjustments result in an 8% increase to both Mayor and Council indemnity. No increase is recommended to the current Acting Mayor Indemnity of \$123 per day.

Benefits

Mercer also surveyed the same comparator cities on the following health benefits:

1. Provincial Health Insurance*
2. Basic Life Insurance*
3. Dependent Life Insurance
4. Optional Spousal Life Insurance
5. Optional Supplementary Employee Life Insurance
6. Accidental Death and Dismemberment*
7. Short-Term Disability
8. Long-Term Disability
9. Extended Health Care & Dental*

Council members currently receive those benefits that are marked with an asterisk. The complete Council group benefits manual is attached to this report as Appendix "II".

Mercer has recommended that the City maintain its current level of health benefits, and in addition, provide two new benefits:

- Optional Supplemental Employee Life Insurance (increments of additional \$10,000 coverage, up to \$300,000 max)
- Optional Spousal Life Insurance (increments of \$10,000 coverage up to \$300,000)

Based on Mercer's review, these additional benefits are funded by the plan member, with no cost to the City. Actual plan member premium costs will vary depending on an individual's

age, gender, and smoking status. If approved, Human Resources staff will assist Council in coordinating coverage for those individuals that may be interested.

Vehicle Allowance

The City provides an annual vehicle allowance of \$14,580 to the Mayor and \$7,435 to Councillors. No changes have been recommended.

Should Council approve the changes recommended in this report, staff will accordingly update the Policy and present it to Council for its approval at the next Closed Council meeting. In addition to these changes, there are several administrative housekeeping changes that need to be made to the Policy.

CONCLUSION

In accordance with Council Policy No. D-36 Council Indemnity and Benefits, staff has conducted a market review of the Council indemnity structure and benefits. This report recommends an update to Council indemnities and benefits to reflect current market conditions and to update the Policy.

Rob Costanzo
City Manager

Joey Jatinder Singh Brar
General Manager, Corporate Services

Appendix "I": Council Policy D36 – Council Indemnity and Benefits
Appendix "II": Council Group Benefits manual



City of Surrey Policy

No. D-36

REFERENCE:	APPROVED BY:	CITY COUNCIL
REGULAR COUNCIL MINUTES 14 OCTOBER 1997 PAGE 12	DATE:	6 February, 2017 (Res.R17-380)
	HISTORY:	14 FEB 2000 (RES.R00-349) 14 OCT 1997 (RES. R97-2948)

TITLE: COUNCIL POLICY – COUNCIL INDEMNITY AND BENEFITS

Policy Statement

The City of Surrey compensates its Council members equitably to the relevant comparator market to appropriately remunerate Council members for the service they provide to residents.

Reason for Policy

The City of Surrey's Council Indemnity and Benefits Policy (the "Policy") defines indemnities and benefits provided to City Councillors and the mayor. For clarity, reference to Council in this Policy include the Mayor. The Policy is approved by Council, It may be periodically reviewed and updated by Council.

Definitions

Relevant Comparator Market: The relevant comparator market includes municipalities similar to the City of Surrey in Western Canada and Ontario,

Sizing: The remuneration data gathered in relevant comparator market indemnity surveys may require sizing to ensure comparability to the City of Surrey based on factors such as population, operating budget and capital budgets.

Tax-free component: One third (1/3) of the City of Surrey Council Indemnity and the Acting Mayor Pay is provided on a tax-free basis as permitted by the Canada Revenue Agency (CRA).

Indemnity Structure: The percentage difference between the base Mayor remuneration and the base Councillor remuneration is 51.0%.

Acting Mayor Pay: When a Councillor is assigned Acting Mayor responsibilities, the pay for the role is based on a 7 day work week and may increase in value to reflect any increase in either the indemnity structure and/or indemnity annual increase.

* This policy is subject to any specific provisions of the Local Government Act, or other relevant legislation or Union agreement.

Indemnity Annual Increase: The Council indemnity is reviewed annually, and will be updated annually, based on the simple average of the annual increases in exempt staff compensation (current year), union staff compensation (CUPE/IAFF) (current year), and the year over year change in the Vancouver CPI (previous year). It is calculated when the data becomes available and is implemented effective January 1 of each year.

Market Survey Timing: Staff will review the Council indemnity structure to market every 4 years and report the results of that review to Council for its consideration and approval of any updates to the indemnity structure. The next review and update would occur in 2020 for implementation in January 1, 2021.

Benefits: At the City's cost, Council members are provided with the following benefit coverages:

Basic Life Insurance: \$75,000

Accidental Death & Dismemberment Insurance: \$200,000

MSP: 100% City Paid

Extended Health: Exempt Staff Plan

Dental Care: Exempt Staff Plan

Periodically, the competitiveness of Council benefits are also compared to the relevant market.

Vehicle Allowance: To cover the costs related to Council providing service to the residents, an annual vehicle allowance is provided in the amount of \$14,580 for the Mayor and \$7,435 for each Councillor (51% of the Mayor's allowance). The amount of this allowance may be changed from time to time based on the comparator market and/or changes in the Canada Revenue Agency mileage rate. One-third of this allowance is provided on a tax-free basis.

Responsibilities:

The City Manager is accountable for implementing and maintaining Council indemnities based on the Council approved Policy. A third party compensation consultant may be employed by the City to provide the required compensation data from other municipalities and to provide advice under the Policy.

Council will be informed of indemnity annual increases, when and if determined and implemented per the Policy.

Staff will report to Council the results of the market survey conducted in accordance with the Policy for its consideration and approval of any updates to the indemnity structure.

■ This policy is subject to any specific provisions of the Local Government Act, or other relevant legislation or Union agreement.

City of Surrey

Plan Document Number: G0086901D

Group Policy Number: G0038749D

Plan: E - Mayor & Council Members

Employee Name: _____

Certificate Number: _____

Welcome to Your Group Benefit Program

Plan Document Effective Date: January 01, 2012

Group Policy Effective Date: January 01, 2012

This Benefit Booklet has been specifically designed with your needs in mind, providing easy access to the information you need about the benefits to which you are entitled.

Group Benefits are important, not only for the financial assistance they provide, but for the security they provide for you and your family, especially in case of unforeseen needs.

Your employer can answer any questions you may have about your benefits, or how to submit a claim.

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Benefit Summary

This Benefit Summary provides information about the specific benefits supplied by Manulife Financial that are part of your Group Plan.

Employee Life Insurance

The Employee Life Insurance Benefit is insured under Manulife Financial's Policy G0038749D.

Benefit Amount - \$75,000

Termination Age - the date your term of office ends or the date you resign, whichever is earlier

*Employee Life
Insurance*

Extended Health Care

The Benefit

Overall Benefit Maximum - \$2,000,000 per lifetime

Deductible - \$25 Individual, \$25 Family, per calendar year

Not applicable to:

Vision

Out-of-Province/Canada Emergency Medical Treatment

Note: *The deductible is not applicable to Emergency Travel Assistance.*

Drug Dispensing Fee Maximum - equal to the current maximum fee as allowed by BC Pharmacare

Benefit Percentage (Co-insurance)

100% for

- Hospital Care
- Medical Services & Supplies
- Professional Services
- Vision
- Drugs

Note:

The Benefit Percentage for Out-of-Province/Canada Emergency Medical Treatment is 100%.

The Benefit Percentage for Emergency Travel Assistance is 100%.

Termination Age - the date your term of office ends or the date you resign, whichever is earlier

*Extended Health Care
Extended Health Care -
The Benefit*

Benefit Summary

Hospital Care

Extended Health Care - Hospital Care

charges, in excess of the hospital's public Ward charge, for semi-private or private accommodation, provided:

- the person was confined to hospital on an in-patient basis, and
- the accommodation was specifically elected in writing by the patient

charges for convalescent care, for semi-private accommodation, up to a maximum of \$20 per day for 180 days for all periods of treatment of an illness due to the same or related causes. The Employer will cover the cost of room and board for convalescent care if this care has been ordered by a doctor and as long as:

- confinement follows at least 5 consecutive days of in-patient hospitalization,
- confinement begins within 14 days of release from the hospital, and
- confinement is primarily for rehabilitation and not for custodial care.

charges for any portion of the cost of Ward accommodation, utilization or co-payment fees (or similar charges) are not covered

ManuScript Generic Drug Plan 2 - Prescription Drugs

Extended Health Care - ManuScript Generic Drug Plan 2 - Prescription Drugs

Charges incurred for the following expenses are payable when prescribed in writing by a physician or dentist and dispensed by a licensed pharmacist.

drugs for the treatment of an illness or injury, which by law or convention require the written prescription of a physician or dentist

oral contraceptives

injectable medications

life-sustaining drugs

preventive vaccines and medicines (oral or injected)

diabetic supplies include standard syringes, needles and diagnostic aids, if required for treating diabetes (charges for cotton swabs, rubbing alcohol, automatic jet injectors and similar equipment are not covered)

sclerotherapy drugs dispensed by a doctor's office or clinic

Charges for the following are not covered:

the administration of injectable medications

drugs, biologicals and related preparations which are intended to be administered in hospital on an in-patient or out-patient basis and are not intended for a patient's use at home

fertility drugs unless prescribed for reasons other than infertility

Benefit Summary

anti-smoking drugs

anti-obesity drugs unless with a prescription

drugs used in the treatment of a sexual dysfunction

intrauterine devices and diaphragms

- Drug Maximums

All covered drug expenses - Unlimited

- Drug Maximums

- Payment of Covered Expenses

Payment of your covered drug expenses will be subject to any Drug Deductible, any Drug Dispensing Fee Maximum, the Benefit Percentage for drugs and any maximum.

- Payment of Covered Expenses

Covered expenses for any prescribed drug will not exceed the price of the lower cost alternative drug that can legally be used to fill the prescription, as listed in the Provincial Drug Benefit Formulary or a lower cost alternative that provides therapeutically similar results as identified by Manulife Financial.

Manulife Financial can limit the covered expense for any drug to that of a lower cost interchangeable drug at the time the drug is purchased.

If there is no lower cost alternative drug for the prescribed drug, the amount payable is based on the cost of the prescribed drug.

- No Substitution Prescriptions

If your prescription contains a written direction from your physician or dentist that the prescribed drug is not to be substituted with another product and the drug is a covered expense under this benefit, the full cost of the prescribed product is covered.

- No Substitution Prescriptions

When you have a “no substitution prescription”, please ask your pharmacist to indicate this information on your receipt, when you pay for the prescription. This will help to ensure that your expenses will be reimbursed appropriately when your claim is submitted to Manulife Financial for payment.

Payment of your covered drug expenses will be subject to any Drug Deductible, any Drug Dispensing Fee Maximum, the Benefit Percentage for drugs and any maximum.

Payment of Drug Claims

Your Pay Direct Drug Card provides your pharmacist with immediate confirmation of covered drug expenses. This means that when you present your Pay Direct Drug Card to your pharmacist at the time of purchase, you and your eligible dependents will not incur out-of-pocket expenses for the full cost of the prescription.

The Pay Direct Drug Card is honoured by participating pharmacists displaying the appropriate Pay Direct Drug decal.

Benefit Summary

To fill a prescription for covered drug expenses:

- a) present your Pay Direct Drug Card to the pharmacist at the time of purchase, and
- b) pay any amounts that are not covered under this benefit.

You will be required to pay the full cost of the prescription at time of purchase if:

- you cannot locate a participating Pay Direct Drug pharmacy
- you do not have your Pay Direct Drug Card with you at that time
- the prescription is not payable through the Pay Direct Drug Card system

In order to receive reimbursement after paying the full cost for a drug, you must submit the original receipt together with a fully completed Extended Health claim form.

Vision Care

Extended Health Care - Vision Care

- eye exams including refractions, once per 2 calendar years
- purchase and fitting of prescription glasses or elective contact lenses, as well as repairs, to a maximum of \$400 per 24 months. However, if they are necessary because the present prescription differs from the previous one, to a maximum of \$400 per 12 months. Elective laser vision correction procedures, to a maximum of \$500 per eye per lifetime. Charges for sunglasses or safety glasses are not covered.

Professional Services

Extended Health Care - Professional Services

Services provided by the following licensed practitioners:

- Chiropractor - \$500 per calendar year, including 1 x-ray per calendar year
- Podiatrist/Chiropodist - Unlimited, including 1 x-ray per calendar year
- Massage Therapist - Unlimited for you and \$400 per calendar year for your eligible dependents
- Naturopath - \$500 per calendar year
- Speech Therapist - \$500 per calendar year
- Physiotherapist - Unlimited
- Psychologist - \$800 per calendar year combined for services of a psychologist and clinical counsellor
- Clinical Counsellor - \$800 per calendar year combined for services of a clinical counsellor and psychologist
- Acupuncturist - \$500 per calendar year
- Occupational Therapist - Unlimited, including 1 x-ray per calendar year

Benefit Summary

Dental Care

The Benefit

*Dental Care
Dental Care - The
Benefit*

Deductible - Nil

Dental Fee Guide - Current Fee Guide for General Practitioners and Specialists for your Province of Residence

Benefit Percentage (Co-insurance)

- 100% for Level I - Basic Services
- 100% for Level II - Supplementary Basic Services
- 80% for Level III - Dentures
- 80% for Level IV - Major Restorative Services
- 80% for Level V - Orthodontics

Benefit Maximums

- unlimited for Level I, Level II, Level III and Level IV
- \$5,000 per lifetime for Level V

Termination Age - the date your term of office ends or the date you resign, whichever is earlier

How to Use Your Benefit Booklet

Designed with Your Needs in Mind

The Benefit Booklet provides the information you need about your Group Benefits and has been specifically designed with YOUR needs in mind. It includes:

Your Benefit Booklet includes...

a detailed Table of Contents, allowing quick access to the information you are searching for,

Explanation of Commonly Used Terms, which provides a brief explanation of the terms used throughout this Benefit Booklet,

a clear, concise explanation of your Group Benefits, and

information you need, and simple instructions, on how to submit a claim.

Important Note

Important Note

This document provides a summary of the benefits you receive as an employee of City of Surrey. It does not contain all the details of the plan, those can be found in the Policy or Plan Document (both available from your employer). The Policy or Plan Document are subject to change from time to time. If there is a discrepancy between this document and the Policy or Plan Document, the terms of the Policy or Plan Document will apply.

The booklet is provided for information purposes only and does not create or confer any contractual rights or obligations.

Possession of this booklet alone does not mean that you or your dependents are covered. The Group Policy and Plan Document must be in effect and you must satisfy all the requirements of the Plan.

Where required by law, you or any claimant under the Group Policy and/or Plan Document has the right to request a copy of any or all of the following items:

the Group Policy and/or Plan Document,

your application for group benefits, and

any Evidence of Insurability you submitted as part of your application for benefits.

In the case of a claimant, access to these documents is limited to that which is relevant to the filing of a claim, or the denial of a claim under the Group Policy and/or Plan Document.

Manulife Financial reserves the right to charge you for such documentation after your first request.

We suggest you read this Benefit Booklet carefully, then file it in a safe place with your other important documents.

How to Use Your Benefit Booklet

Your Group Benefit Card

Your Group Benefit Card is the most important document issued to you as part of your Group Benefit Program. It is the only document that identifies you as a Plan Member. The Group Policy Number, Plan Document Number and your personal Certificate Number may be required before you are admitted to a hospital, or before you receive dental or medical treatment.

The Group Policy Number, Plan Document Number and your Certificate Number are also necessary for ALL correspondence with Manulife Financial. Please note that you can print your Certificate Number on the front of this booklet for easy reference.

Your Group Benefit Card is an important document. Please be sure to carry it with you at all times.

***Your Group Benefit
Card***

Explanation of Commonly Used Terms

The following is an explanation of the terms used in this Benefit Booklet.

Adherence

Adherence

use drug, service or supply in accordance with the terms for which it was prescribed.

Advisory Body

Advisory Body

Manulife Financial approved external experts that may provide Manulife Financial with recommendations, applying a pharmacoeconomic or cost effectiveness evaluation.

Benefit Percentage (Co-insurance)

Benefit Percentage (Co-insurance)

the percentage of Covered Expenses which is payable by your employer.

Convalescent Hospital

Convalescent Hospital

a facility licensed to provide convalescent care and treatment for sick or injured patients on an in-patient basis. Nursing and medical care must be available 24 hours a day. It does not include a nursing home, rest home, home for the aged or chronically ill, sanatorium or a facility for treating alcohol or drug abuse.

Covered Expenses

Covered Expenses

expenses that will be considered in the calculation of payment due under your Extended Health Care or Dental Care benefit.

Deductible

Deductible

the amount of Covered Expenses that must be incurred and paid by you or your dependents before benefits are payable by your employer.

Dependent

Dependent

your Spouse or Child who is covered under the Provincial Plan.

- Spouse

your legal spouse, or a person continuously living with you in a role like that of a marriage partner for at least 12 months.

Your spouse must be a resident of Canada or the United States.

- Child

natural or adopted child, legal ward, foster child, or stepchild, who is:

- unmarried

- under age 21, or under age 26 if a full-time student

- not employed on a full-time basis, and

- not eligible for coverage as an employee under this or any other Group Benefit Program

Explanation of Commonly Used Terms

a child of a female dependent of you or your spouse who is unmarried and under 21 years of age, or who is a full-time student at an accredited school, college or university under age 26 and is entirely dependent upon you for financial support, will also be considered to have satisfied the conditions of this definition.

your child must be a resident of Canada or the United States.

a child who is incapacitated on the date he or she reaches the age when coverage would normally terminate will continue to be an eligible dependent. However, the child must have been covered under this Benefit Program immediately prior to that date.

A child is considered incapacitated if he or she is incapable of engaging in any substantially gainful activity and is dependent on the employee for support, maintenance and care, due to a mental or physical handicap.

Your employer may require written proof of the child's condition as often as may reasonably be necessary.

a stepchild must be living with you to be eligible

a newborn child shall become eligible from the moment of birth

Disease Management Programs

an approach to healthcare that teaches patients how to manage a chronic disease. A system of coordinated healthcare interventions and communications for patients with conditions in which patient self-care efforts are significant in the management of their condition.

Disease Management Programs

Drug

a medication that has been approved for use by Health Canada and has a Drug Identification Number.

Drug

Due Diligence

a process employed by Manulife Financial to assess new drugs, existing drugs with new indications, services or supplies to determine eligibility under the Plan Document. This process may use pharmacoeconomics, cost effectiveness analysis reference information from existing Federal or Provincial formularies, recognized clinical practice guidelines, or an advisory body.

Due Diligence

Exclusive Distribution

Manulife Financial approved vendors.

Exclusive Distribution

Experimental or Investigational

not approved as an effective, appropriate and essential treatment of an illness or injury.

Experimental or Investigational

Hospital

a legally licensed institution which is operated for the care and treatment of sick and injured persons as in-patients, and which:

Hospital

Explanation of Commonly Used Terms

is eligible to receive payments under a provincial hospital plan;

provides organized facilities for diagnosis, major surgery, or rehabilitation;

provides 24-hour nursing service by registered nurses, and has a Physician in regular attendance;

is not primarily operated as a nursing home or a place for rest, or for the care and treatment of the aged, the blind or deaf; and

is not primarily operated as a place for the care and treatment of alcoholics, drug addicts, or the mentally ill, unless the institution is eligible to receive payments under a provincial hospital plan.

For the purpose of this Plan, the chronic beds of a Hospital are not considered to be part of that Hospital.

Immediate Family Member

Immediate Family Member

you, your spouse or child, your parent or your spouse's parent, your brother or sister, or your spouse's brother or sister.

Licensed, Certified, Registered

Licensed, Certified, Registered

the status of a person who legally engages in practice by virtue of a license or certificate issued by the appropriate authority, in the place where the service is provided.

Life-Sustaining Drugs

Life-Sustaining Drugs

non-prescription drugs which are necessary to sustain life.

Lower Cost Alternative

Lower Cost Alternative

if two or more drugs, supplies or services result in therapeutically similar results, or prescribing guidelines recommend alternate drugs, supplies or services be tried first that are lower in cost, the lower cost alternative will be considered.

Medically Necessary

Medically Necessary

accepted and recognized by the Canadian medical profession and Manulife Financial as effective, appropriate and essential treatment of an illness or injury. Manulife Financial has the right after due diligence has been completed to determine whether the drug, service or supply is covered under the Plan Document.

Non-Evidence Limit

Non-Evidence Limit

you must submit satisfactory medical evidence to Manulife Financial for Benefit Amounts greater than this amount.

Patient Assistance Program

Patient Assistance Program

a program that provides assistance to you or your dependents who are prescribed select drugs, supplies or services. Manufacturers and distributors may provide patient assistance programs that include financial support, along with education and training.

Explanation of Commonly Used Terms

Pharmacoeconomics

the scientific discipline that evaluates the value of pharmaceutical drugs, clinical services or supplies. This discipline includes but is not limited to clinical evaluations, risk analysis, economic value and the cost consequences to plans. Pharmacoeconomic studies serve to guide optimal healthcare resource allocation, in a standardized and scientifically grounded manner as determined by Manulife Financial.

Pharmacoeconomics

Prior Authorization

a claims management feature applied to a specific list of drugs, supplies or services to determine eligibility based on predefined clinical criteria and a pharmacoeconomic or cost effectiveness evaluation.

Prior Authorization

Provincial Plan

any plan which provides hospital, medical, or dental benefits established by the government in the province where the covered person lives.

Provincial Plan

Qualifying Period

a period of continuous total disability, starting with the first day of total disability, which you must complete in order to qualify for disability benefits.

Qualifying Period

Reasonable and Customary

the lowest of:

the prevailing amount charged for the same or comparable service or supply in the area in which the charge is incurred, as agreed upon by Manulife Financial,

the amount shown in the applicable professional association fee guide, or

the maximum price established by law.

Reasonable and Customary

Retirement Date for Totally Disabled Employees

if you are totally disabled your retirement date is your 65th birthday, unless you have retired prior to this.

Retirement Date for Totally Disabled Employees

Waiting Period

the period of continuous employment with your employer which you must complete before you are eligible for Group Benefits.

Waiting Period

Ward

a hospital room with 3 or more beds which provides standard accommodation for patients.

Ward

Why Group Benefits?

Why Group Benefits?

Government health plans can provide coverage for such basic medical expenses as hospital charges and doctors' fees. In case of disability, government plans (such as Employment Insurance, Canada/Quebec Pension Plan, Workers' Compensation Act, etc.) may provide some financial assistance.

But government plans provide only basic coverage. Medical expenses or a disability can create financial hardship for you and your family.

Private health care and disability programs supplement government plans and can provide benefits not available through any government plan, providing security for you and your family when you need it most.

Your Employer's Representative

Your Employer's Representative

Your employer is responsible for ensuring that all employees are covered for the Benefits to which they are entitled by reporting all new enrolments, terminations, changes, etc., and keeping all records up to date.

As a member of this Group Benefit Program, it is up to you to provide your employer with the necessary information to perform such duties.

Your Employer's Representative is _____ Phone Number: (_____) _____ - _____
--

Please record the name of your representative and the contact number in the space provided.

Applying for Group Benefits

Applying for Group Benefits

To apply for Group Benefits, you must submit a completed Enrolment or Re-enrolment Application form, available from your employer. Your employer then forwards the application to Manulife Financial.

Making Changes

Making Changes

To ensure that coverage is kept up to date for yourself and your dependents, it is vital that you report any changes to your employer. Such changes could include:

- change in Dependent Coverage
- change in Beneficiary
- applying for coverage previously waived
- change in Name

The Claims Process

Naming a Beneficiary

Manulife Financial does not accept beneficiary designations for any benefits other than Employee Life Insurance.

Naming a Beneficiary

This Plan contains a provision removing or restricting the right of the covered person to designate persons to whom or for whose benefit money is to be payable.

How to Submit a Claim

For many services, claims may be submitted online, or directly by the provider of the service. Where a paper claim submission is required, all claim forms, available from your employer, must be correctly completed, dated and signed. Remember, always provide your Group Policy Number, Plan Document Number and your Certificate number (found on your Group Benefit Card) to avoid any unnecessary delays in the processing of your claim.

How to Submit a Claim

You can sign up for direct deposit by going to www.manulife.ca, My Profile, Banking Information and entering your banking information in the spaces provided.

Manulife Financial can assist you in properly completing the forms, and answer any questions you may have about the claims process and your Group Benefit Program. You can contact Manulife Financial's call centre at 1-855-9SURREY (1-855-978-7739).

You may not commence legal action against the Employer or the Administrator less than 60 days after proof has been filed as outlined under Submitting a Claim. Every action or proceeding against the Employer or the Administrator for the recovery of money payable under the plan is absolutely barred unless commenced within the time set out in the Insurance Act or applicable legislation.

Date Costs are Incurred

The expense for a service or supply is deemed to have been incurred on the date the service was performed or the supply furnished. If a procedure involves multiple appointments, the expense is deemed to be incurred on the date the procedure is completed. For supplies that have to be ordered, the expense will be deemed to be incurred on the date the supplies were paid for. Proof of receipt of the supplies is required.

Date Costs are Incurred

Payment of Extended Health Care and Dental Claims

Once the claim has been processed, Manulife Financial will send a Claim Statement to you.

Claim Payment

The top portion of this form outlines the claim or claims made, the amount subtracted to satisfy deductibles, and the benefit percentage used to determine the final payment to be made to you. If you have any questions on the amount, your employer will help explain.

The bottom portion of this form is your claims payment, if applicable. Simply tear along the perforated line, endorse the back of the cheque and you can cash it at any chartered bank or trust company.

The Claims Process

For paper claim submissions, you should receive settlement of your claim within three weeks from the date of submission to Manulife Financial. If you have not received payment, please contact Manulife Financial.

Co-ordination of Extended Health Care and Dental Care Benefits

Co-ordination of Extended Health Care and Dental Care Benefits

If you or your dependents are covered for similar benefits under another Plan, this information will be taken into account when determining the amount of expenses payable under this Program.

This process is known as Co-ordination of Benefits. It allows for reimbursement of covered medical and dental expenses from all Plans, up to a total of 100% of the actual expense incurred.

Plan means:

- other Group Benefit Programs;
- any other arrangement of coverage for individuals in a group; and
- individual travel insurance plans.

Plan does not include school insurance or Provincial Plans.

Order of Benefit Payment

Order of Benefit Payment

A variety of circumstances will affect which Plan is considered as the “Primary Carrier” (ie., responsible for making the initial payment toward the eligible expense), and which Plan is considered as the “Secondary Carrier” (ie., responsible for making the payment to cover the remaining eligible expense).

If the other Plan does not provide for Co-ordination of Benefits, it will be considered as the Primary Carrier, and will be responsible for making the initial payment toward the eligible expense.

If the other Plan does provide for Co-ordination of Benefits, the following rules are applied to determine which Plan is the Primary Carrier.

- For Claims incurred by you or your Dependent Spouse:

The Plan covering you or your Dependent Spouse as an employee/member pays benefits before the Plan covering you or your Spouse as a dependent.

In situations where you or your Spouse have coverage as an employee/member under more than one Plan, the order of benefit payment will be determined as follows:

- The Plan where the person is covered as an active full-time employee, then
- The Plan where the person is covered as an active part-time employee, then

The Claims Process

- The Plan where the person is covered as a retiree.
- For Claims incurred by your Dependent Child:

The Plan covering the parent whose birthday (month/day) is earlier in the calendar year pays benefits first. If both parents have the same birthdate, the Plan covering the parent whose first name begins with the earlier letter in the alphabet pays first.

However, if you and your Spouse are separated or divorced, the following order applies:

- The Plan of the parent with custody of the child, then
- The Plan of the spouse of the parent with custody of the child (i.e., if the parent with custody of the child remarries or has a common-law spouse, the new spouse's Plan will pay benefits for the Dependent Child), then
- The Plan of the parent not having custody of the child, then
- The Plan of the spouse of the parent not having custody of the child (i.e., if the parent without custody of the child remarries or has a common-law spouse, the new spouse's Plan will pay benefits for the Dependent Child).

Where you and your spouse share joint custody of the child, the Plan covering the parent whose birthday (month/day) is earlier in the calendar year pays benefits first. If both parents have the same birthdate, the Plan covering the parent whose first name begins with the earlier letter in the alphabet pays first.

A claim for accidental injury to natural teeth will be determined under Extended Health Care Plans with accidental dental coverage before it is considered under Dental Plans.

If the order of benefit payment cannot be determined from the above, the benefits payable under each Plan will be in proportion to the amount that would have been payable if Co-ordination of Benefits did not exist.

If the person is also covered under an individual travel insurance plan, benefits will be co-ordinated in accordance with the guidelines provided by the Canadian Life and Health Insurance Association.

Submitting a Claim for Co-ordination of Benefits

To submit a claim when Co-ordination of Benefits applies, refer to the following guidelines:

As per the Order of Benefit Payment section, determine which Plan is the Primary Carrier and which is the Secondary Carrier.

Submit all necessary claim forms and original receipts to the Primary Carrier.

Keep a photocopy of each receipt.

***Submitting a Claim for
Co-ordination of
Benefits***

The Claims Process

Once your claim has been settled by the Primary Carrier, you will receive a statement outlining how your claim has been handled. Submit this statement along with all necessary claim forms and receipts to the Secondary Carrier for further consideration of payment, if applicable.

Who Qualifies for Coverage?

Eligibility

You are eligible for Group Benefits if you:

- are elected Mayor or Council Member for the City of Surrey,
- are a member of an eligible class,
- are younger than the Termination Age,
- are residing in Canada, and
- have completed the Waiting Period.

Eligibility

The Termination Age and Waiting Period may vary from benefit to benefit. For this information, please refer to each benefit in the section entitled Your Group Benefits.

Your dependents are eligible for coverage on the date you become eligible or the date you first acquire a dependent, whichever is later. You must apply for coverage for yourself in order for your dependents to be eligible.

Medical Evidence

Medical evidence is required for all benefits, except Dental, when you make a Late Application for coverage on any person. Medical evidence is required when you apply for coverage in excess of the Non-Evidence Limit.

Medical Evidence

Late Application

An application is considered late when you:

- apply for coverage on any person after having been eligible for more than 31 days; or
- re-apply for coverage on any person whose coverage had earlier been cancelled.

Late Application

If you apply for benefits that were previously waived because you were covered for similar benefits under your spouse's plan, your application is considered late when you:

- apply for benefits more than 31 days after the date benefits terminated under your spouse's plan; or
- apply for benefits, and benefits under your spouse's plan have not terminated.

Medical evidence can be submitted by completing the Evidence of Insurability form, available from your employer. Further medical evidence may be requested by Manulife Financial.

Late Dental Application

If you apply for coverage for Dental for yourself or your dependents late, the benefit will be limited to \$125 for each covered person for the first 12 months of coverage.

Late Dental Application

Who Qualifies for Coverage?

Effective Date of Coverage

Effective Date of Coverage

If medical evidence is not required, your Group Benefits will be effective on the date you are eligible.

If medical evidence is required, your Group Benefits will be effective on the date you become eligible or the date the evidence is approved by Manulife Financial, whichever is later.

You must be actively at work for plan benefit coverage to become effective. If you are not actively at work on the date your coverage would normally become effective, your coverage will take effect on the next day on which you are again actively at work.

Your dependent's coverage becomes effective on the date the dependent becomes eligible, or the date any required medical evidence on the dependent is approved by Manulife Financial, whichever is later.

Your dependent's coverage will not be effective prior to the date your coverage becomes effective.

Termination of Coverage

Termination of Coverage

Your Group Benefit coverage will terminate on the earliest of:

the date you cease to be an eligible employee

the date you cease to be actively at work, unless the Group Policy or the Plan Document allows for your coverage to be extended beyond this date

the date your employer terminates coverage

the date you enter the armed forces of any country on a full-time basis

the date the Group Policy or Plan Document terminates or coverage on the class to which you belong terminates

the date you reach the Termination Age

the date of your death

Your dependents' coverage terminates on the date your coverage terminates or the date the dependent ceases to be an eligible dependent, whichever is earlier. If your coverage terminates due to your death, your dependents' coverage will be continued as specified under the Survivor Extended Benefit provision for Extended Health Care and Dental Care for a period of 12 months without requiring any contribution from you.

Your Group Benefits

Employee Life Insurance

The Employee Life Insurance Benefit is insured under Manulife Financial's Policy G0038749D.

Employee Life Insurance

If you die while insured, this benefit provides financial assistance to your beneficiary. If your beneficiary dies before you or if there is no designated beneficiary, this benefit is payable to your estate.

The Benefit

Benefit Amount - \$75,000

Employee Life - The Benefit

Non-Evidence Limit - \$75,000

Termination Age - the date your term of office ends or the date you resign, whichever is earlier

Waiting Period - none

Naming a Beneficiary

You have the right to designate and/or change a beneficiary, subject to governing law. The necessary forms are available from your employer.

Employee Life Insurance - Naming a Beneficiary

You should review your beneficiary designation to be sure that it reflects your current intent.

Submitting a Claim

To submit an Employee Life Insurance claim, your beneficiary must complete the Life Claim form which is available from your employer.

Employee Life Insurance - Submitting a Claim

Documents necessary to submit with the form are listed on the form.

A completed claim form must be submitted within 90 days from the date of the loss.

Your Group Benefits

Extended Health Care

Extended Health Care

Your Extended Health Care Benefit is provided directly by City of Surrey. Manulife Financial has been contracted to adjudicate and administer your claims for this benefit following the standard insurance rules and practices. Payment of any eligible claim will be based on the provisions and conditions outlined in this booklet and your employer's Benefit Plan.

If you or your dependents incur charges for any of the Covered Expenses specified, your Extended Health Care benefit can provide financial assistance.

Payment of Covered Expenses is subject to any maximum amounts shown below under The Benefit and in the expenses listed under Covered Expenses.

Claim amounts that will be applied to the maximum are the amounts paid after applying the Deductible, Benefit Percentage, and any other applicable provisions.

Drug Benefit and Pharmacy Services for Quebec Residents

Group benefit plans that provide prescription drug coverage to Quebec residents must meet certain requirements under Quebec's prescription drug insurance and pharmacy services insurance legislation (An Act Respecting Prescription Drug Insurance and the Health Insurance Act And Amending Various Legislative Provisions). If you and your dependents reside in Quebec, the provisions specified under Drug Benefit and Pharmacy Services For Persons Who Reside In Quebec, will apply to your drug benefit.

The Benefit

Extended Health Care - The Benefit

Overall Benefit Maximum - \$2,000,000 per lifetime

Deductible - \$25 Individual, \$25 Family, per calendar year

Not applicable to:

Vision

Out-of-Province/Canada Emergency Medical Treatment

Note: *The deductible is not applicable to Emergency Travel Assistance.*

Drug Dispensing Fee Maximum - equal to the current maximum fee as allowed by BC Pharmacare

- Deductible Carry-Forward

Covered Expenses used to satisfy the deductible in the last 3 months of the calendar year may also be used to satisfy the deductible in the following calendar year.

Your Group Benefits

Benefit Percentage (Co-insurance)

100% for

- Hospital Care
- Medical Services & Supplies
- Professional Services
- Vision
- Drugs

Note:

The Benefit Percentage for Out-of-Province/Canada Emergency Medical Treatment is 100%.

The Benefit Percentage for Emergency Travel Assistance is 100%.

Termination Age - the date your term of office ends or the date you resign, whichever is earlier

Waiting Period - none

Covered Expenses

The expenses specified are covered to the extent that they are reasonable and customary, as determined by Manulife Financial or your employer, provided they are:

medically necessary for the treatment of an illness or injury and recommended by a physician

incurred for the care of a person while covered under this Group Benefit Program

reasonable taking all factors into account

not covered under the Provincial Plan or any other government-sponsored program

legally insurable

used as prescribed or recommended by a physician

associated with any drug, supply or service that was subject to the due diligence process, the process has been completed with the result that expenses for that drug, supply or service are eligible under the plan as of the date of approval as determined by the administrator and shared with your employer as required.

In the event that a provincial plan or government-sponsored program or plan or legally mandated program excludes, discontinues or reduces payment for any services, treatments or supplies formerly covered in full or in part by such plan or program, this plan will not automatically assume coverage of the charges for such treatments, services or supplies, but will reserve the right to determine, at the time of change, whether the expenses will be considered eligible or not.

**Extended Health Care -
Covered Expenses**

Your Group Benefits

Manulife Financial maintains a list of drugs, services and supplies that require prior authorization. Prior authorization is applied to ensure that the therapy prescribed is medically necessary. Where there are lower cost alternative treatments or prescribing guidelines recommend alternative drugs be tried first that are lower in cost, you or your eligible dependents will be required to have tried an alternative treatment unless medical contraindications to alternative treatments exist.

At Manulife Financial's discretion, medical information, test results or other documentation will be required from your physician to determine the eligibility of the drug, service or supply.

Manulife Financial has the right to ensure you or your dependents access Manulife Financial's exclusive distribution channels where applicable when purchasing a drug, service or supply. Manulife Financial may decline a drug, service or supply purchased from a provider outside the exclusive distribution channel.

Adherence

Adherence

Non-compliance may result in the drug, service or supply no longer being eligible for reimbursement.

Patient Assistance Programs

Patient Assistance Programs

Manulife Financial may require you or your dependents to apply to and participate in any patient assistance program to which you or your dependents are entitled. Manulife Financial reserves the right to reduce the amount of a covered expense by the amount of financial assistance you or your dependents are entitled to receive under a patient assistance program.

Disease Management Programs

Disease Management Programs

Participation in a disease management program may be required. Participation will be at the discretion of Manulife Financial.

Advance Supply Limitation

Extended Health Care - Advance Supply Limitation

Payment of any Covered Expenses under this benefit which may be purchased in large quantities will be limited to the purchase of up to a 3 months' supply at any one time.

- Drug Expenses

- Drug Expenses

The maximum quantity of drugs that will be payable for each prescription will be limited to the lesser of:

- a) the quantity prescribed by your physician or dentist, or
- b) a 34 day supply.

A quantity of up to a 100 day supply may be payable in long term therapy cases, where the larger quantity is recommended as appropriate by your physician and pharmacist.

Your Group Benefits

Hospital Care

Extended Health Care - Hospital Care

charges, in excess of the hospital's public Ward charge, for semi-private or private accommodation, provided:

- the person was confined to hospital on an in-patient basis, and
- the accommodation was specifically elected in writing by the patient

charges for convalescent care, for semi-private accommodation, up to a maximum of \$20 per day for 180 days for all periods of treatment of an illness due to the same or related causes. The Employer will cover the cost of room and board for convalescent care if this care has been ordered by a doctor and as long as:

- confinement follows at least 5 consecutive days of in-patient hospitalization,
- confinement begins within 14 days of release from the hospital, and
- confinement is primarily for rehabilitation and not for custodial care.

charges for any portion of the cost of Ward accommodation, utilization or co-payment fees (or similar charges) are not covered

ManuScript Generic Drug Plan 2 - Prescription Drugs

Extended Health Care - ManuScript Generic Drug Plan 2 - Prescription Drugs

Charges incurred for the following expenses are payable when prescribed in writing by a physician or dentist and dispensed by a licensed pharmacist.

drugs for the treatment of an illness or injury, which by law or convention require the written prescription of a physician or dentist

oral contraceptives

injectable medications

life-sustaining drugs

preventive vaccines and medicines (oral or injected)

diabetic supplies include standard syringes, needles and diagnostic aids, if required for treating diabetes (charges for cotton swabs, rubbing alcohol, automatic jet injectors and similar equipment are not covered)

sclerotherapy drugs dispensed by a doctor's office or clinic

Charges for the following are not covered:

the administration of injectable medications

drugs, biologicals and related preparations which are intended to be administered in hospital on an in-patient or out-patient basis and are not intended for a patient's use at home

fertility drugs unless prescribed for reasons other than infertility

Your Group Benefits

anti-smoking drugs

anti-obesity drugs unless with a prescription

drugs used in the treatment of a sexual dysfunction

intrauterine devices and diaphragms

- Drug Maximums

- Drug Maximums

All covered drug expenses - Unlimited

- Payment of Covered Expenses

- Payment of Covered Expenses

Payment of your covered drug expenses will be subject to any Drug Deductible, any Drug Dispensing Fee Maximum, the Benefit Percentage for drugs and any maximum.

Covered expenses for any prescribed drug will not exceed the price of the lower cost alternative drug that can legally be used to fill the prescription, as listed in the Provincial Drug Benefit Formulary or a lower cost alternative that provides therapeutically similar results as identified by Manulife Financial.

Manulife Financial can limit the covered expense for any drug to that of a lower cost interchangeable drug at the time the drug is purchased.

If there is no lower cost alternative drug for the prescribed drug, the amount payable is based on the cost of the prescribed drug.

- No Substitution Prescriptions

- No Substitution Prescriptions

If your prescription contains a written direction from your physician or dentist that the prescribed drug is not to be substituted with another product and the drug is a covered expense under this benefit, the full cost of the prescribed product is covered.

When you have a “no substitution prescription”, please ask your pharmacist to indicate this information on your receipt, when you pay for the prescription. This will help to ensure that your expenses will be reimbursed appropriately when your claim is submitted to Manulife Financial for payment.

Payment of your covered drug expenses will be subject to any Drug Deductible, any Drug Dispensing Fee Maximum, the Benefit Percentage for drugs and any maximum.

Payment of Drug Claims

Your Pay Direct Drug Card provides your pharmacist with immediate confirmation of covered drug expenses. This means that when you present your Pay Direct Drug Card to your pharmacist at the time of purchase, you and your eligible dependents will not incur out-of-pocket expenses for the full cost of the prescription.

The Pay Direct Drug Card is honoured by participating pharmacists displaying the appropriate Pay Direct Drug decal.

To fill a prescription for covered drug expenses:

- a) present your Pay Direct Drug Card to the pharmacist at the time of purchase, and

Your Group Benefits

b) pay any amounts that are not covered under this benefit.

You will be required to pay the full cost of the prescription at time of purchase if:

you cannot locate a participating Pay Direct Drug pharmacy

you do not have your Pay Direct Drug Card with you at that time

the prescription is not payable through the Pay Direct Drug Card system

In order to receive reimbursement after paying the full cost for a drug, you must submit the original receipt together with a fully completed Extended Health claim form.

Vision Care

***Extended Health Care -
Vision Care***

eye exams including refractions, once per 2 calendar years

purchase and fitting of prescription glasses or elective contact lenses, as well as repairs, to a maximum of \$400 per 24 months. However, if they are necessary because the present prescription differs from the previous one, to a maximum of \$400 per 12 months. Elective laser vision correction procedures, to a maximum of \$500 per eye per lifetime. Charges for sunglasses or safety glasses are not covered.

Professional Services

***Extended Health Care -
Professional Services***

Services provided by the following licensed practitioners:

Chiropractor - \$500 per calendar year, including 1 x-ray per calendar year

Podiatrist/Chiropractist - Unlimited, including 1 x-ray per calendar year

Massage Therapist - Unlimited for you and \$400 per calendar year for your eligible dependents

Naturopath - \$500 per calendar year

Speech Therapist - \$500 per calendar year

Physiotherapist - Unlimited

Psychologist - \$800 per calendar year combined for services of a psychologist and clinical counsellor

Clinical Counsellor - \$800 per calendar year combined for services of a clinical counsellor and psychologist

Acupuncturist - \$500 per calendar year

Occupational Therapist - Unlimited, including 1 x-ray per calendar year

Expenses for some of these Professional Services may be payable in part by Provincial Plans. In those provinces, expenses under this Benefit Program are payable after the Provincial Plan's maximum for the calendar year has been paid.

Your Group Benefits

Recommendation by a physician for Professional Services is not required, except for services of a massage therapist. A physician's recommendation for these services is required on an annual basis.

Medical Services and Supplies

For all medical equipment and supplies covered under this provision, Covered Expenses will be limited to the cost of the device or item that adequately meets the patient's fundamental medical needs.

Private Duty Nursing

Services which are deemed to be within the practice of nursing:

a registered nurse, or

a registered nursing assistant (or equivalent designation) who has completed an approved medications training program

Covered Expenses are subject to a maximum of \$10,000 per calendar year, to an overall maximum of \$25,000 per lifetime for out-of-hospital coverage and unlimited for in-hospital coverage.

Charges for the following services are not covered:

service provided primarily for custodial care, homemaking duties, or supervision

service performed by a nursing practitioner who is an immediate family member or who lives with the patient

service performed while the patient is confined in a nursing home, or similar institution

service which can be performed by a person of lesser qualification, a relative, friend, or a member of the patient's household

Pre-Determination of Benefits

Before the services begin, it is advisable that you submit a detailed treatment plan with cost estimates. You will then be advised of any benefit that will be provided.

Ambulance

licensed ambulance service provided in the patient's province of residence, including air ambulance, to transfer the patient to and from the nearest hospital where adequate treatment is available

**Extended Health Care -
Medical Services and
Supplies**

- Private Duty Nursing

- Ambulance

Your Group Benefits

Medical Equipment

- Medical Equipment

rental or, when approved by Manulife Financial or your employer, purchase of:

- Mobility Equipment: crutches, canes, walkers, and wheelchairs
- Durable Medical Equipment: manual hospital beds, respiratory and oxygen equipment, and other durable equipment usually found only in hospitals

Non-Dental Prostheses, Supports and Hearing Aids

*- Non-Dental
Prostheses, Supports
and Hearing Aids*

external prostheses. Charges for myoelectric appliances are not covered.

surgical stockings, up to a maximum of 2 pairs per calendar year

surgical brassieres, up to a maximum of 2 per calendar year

braces (other than foot braces), trusses, collars, leg orthosis, casts and splints

modifications or adjustments to stock-item orthopaedic shoes or regular footwear and custom-made shoes (recommendation of either a physician or a podiatrist is required) which are required because of a medical abnormality that, based on medical evidence, cannot be accommodated in a stock-item orthopaedic shoe or a modified stock-item orthopaedic shoe (must be constructed by a certified orthopaedic footwear specialist), up to a maximum of 2 pairs per calendar year

casted, custom-made orthotics, up to a maximum of 2 pairs per calendar year (recommendation of either a physician or a podiatrist is required).

cost, installation, repair and maintenance of hearing aids, (including charges for batteries) to a maximum of \$1,200 per 5 calendar years

Other Supplies and Services

*- Other Supplies and
Services*

ileostomy, colostomy and incontinence supplies

medicated dressings and burn garments

wigs and hairpieces for patients with temporary hair loss as a result of medical treatment, up to a maximum of \$1,000 per 2 calendar years. Recommendation by a physician is not required.

oxygen

microscopic and other similar diagnostic tests and services rendered in a licensed laboratory. Lab tests performed in a licensed laboratory for the diagnosis of an illness are also covered.

charges for the treatment of accidental injuries to natural teeth or jaw, provided the treatment is rendered within 6 months of the accident, excluding injuries due to biting or chewing. Note: if your plan benefit coverage terminates under this plan, the employer will pay for expenses for the treatment of accidental injuries to the natural teeth, provided the accident is due to a force or blow external to the mouth and occurred while you were covered for this benefit. The treatment must be received and approved for payment within 6 months of the accident.

Your Group Benefits

radiotherapy

coagulotherapy, plasma and blood transfusions

stump socks, up to maximum of 20 per calendar year

glucometers, up to a maximum of \$700 per lifetime

insulin pump supplies (excluding insulin pumps)

viscosupplementation

breast Pump (either rented or purchased), up to a maximum of \$300. Rental is limited to a maximum of 3 months. Purchase is limited to once every 60 months.

Your Group Benefits

Out-of-Province/Out-of-Canada

Out-of-Province/Out-of-Canada

treatment required as a result of a medical emergency which occurs during the first 60 days while temporarily outside the province of residence, provided the covered person who receives the treatment is also covered by the Provincial Plan during the absence from the province of residence, up to the Overall Benefit Maximum.

A Medical Emergency is:

- a sudden, unexpected injury or a new medical condition which occurs while a covered person (you or your dependent) is travelling outside of his province of residence, or
- a specific medical problem or chronic condition that was diagnosed but medically stable prior to departure.

Stable means that, in the 90 days before departure, the covered person (you or your dependent) has not:

- been treated or tested for any new symptoms or conditions
- had an increase or worsening of any existing symptoms
- changed treatments or medications (other than normal adjustments for ongoing care)
- been admitted to the hospital for treatment of the condition

Coverage is not available if you (or your dependents) have scheduled non-routine appointments, tests or treatments for the condition or an undiagnosed condition.

Coverage is not available:

- if you (or your dependents) have scheduled non-routine appointments, tests or treatments for the condition or an undiagnosed condition, or
- for self-inflicted injuries, unless medical evidence establishes that the injuries are related to a mental health illness

Coverage is also available for medical emergencies related to pregnancy as long as travel is completed at least 4 weeks before the due date.

A medical emergency ends when the attending physician feels that, based on the medical evidence, a patient is stable enough to return to his home province or territory.

Charges for the following are payable under this expense:

physician's services

Your Group Benefits

hospital room and board at standard Ward rates. Charges for semi-private accommodation in excess of Ward rates are payable, if hospital coverage is provided under this Benefit Program.

the cost of special hospital services

hospital charges for out-patient treatment

licensed ambulance services, including air ambulance, to transfer the patient to the nearest medical facility or hospital where adequate treatment is available

medical evacuation for admission to a hospital or medical facility in the province where the patient normally resides

The amount payable for these expenses will be the reasonable and customary charges less the amount payable by the Provincial Plan.

Charges incurred outside the province of residence for all other Covered Extended Health Care Expenses are payable on the same basis as if they were incurred in the province of residence.

Emergency Travel Assistance

Extended Health Care - Emergency Travel Assistance

Emergency Travel Assistance is a travel assistance program available for you and your covered dependents. The assistance services are delivered through an international organization, specializing in travel assistance. The following services are provided, when required as a result of a medical emergency during the first 60 days while travelling outside your province of residence.

Details on your Emergency Travel Assistance benefit are provided below, as well as in your Emergency Travel Assistance brochure.

Medical Emergency Assistance

A Medical Emergency is:

a sudden, unexpected injury or a new medical condition which occurs while a covered person (you or your dependent) is travelling outside of his province of residence, or

a specific medical problem or chronic condition that was diagnosed but medically stable prior to departure.

Stable means that, in the 90 days before departure, the covered person (you or your dependent) has not:

been treated or tested for any new symptoms or conditions

had an increase or worsening of any existing symptoms

changed treatments or medications (other than normal adjustments for ongoing care)

been admitted to the hospital for treatment of the condition

Your Group Benefits

Coverage is not available:

if you (or your dependents) have scheduled non-routine appointments, tests or treatments for the condition or an undiagnosed condition, or

for self-inflicted injuries, unless medical evidence establishes that the injuries are related to a mental health illness

Coverage is also available for medical emergencies related to pregnancy as long as travel is completed at least 4 weeks before the due date.

A medical emergency ends when the attending physician feels that, based on the medical evidence, a patient is stable enough to return to his home province or territory.

a) **24-Hour Access**

Multilingual assistance is available 24 hours a day, seven days a week, through telephone (toll-free or call collect), telex or fax.

b) **Medical Referral**

Referral to the nearest physician, dentist, pharmacist or appropriate medical facility, and verification of coverage, is provided.

c) **Claims Payment Service**

If a hospital or other provider of medical services requires a deposit or payment in full for services rendered, and the expenses exceed \$200 (Canadian), payment of such expenses will be arranged and claims co-ordinated on behalf of the covered person.

Payment and co-ordination of expenses will take into account the coverage that the covered person is eligible for under a Provincial Plan and this benefit. If such payments are subsequently determined to be in excess of the amount of benefits to which the covered person is entitled, the administrator shall have the right to recover the excess amount by assignment of Provincial Plan benefits and/or refund from you.

d) **Medical Care Monitoring**

Medical care and services rendered to the covered person will be monitored by medical staff who will maintain contact, as frequently as necessary, with the covered person, the attending physician, the covered person's personal physician and family.

Your Group Benefits

e) **Medical Transportation**

If medically necessary, arrangements will be made to transfer a covered person to and from the nearest medical facility or to a medical facility in the covered person's province of residence. Expenses incurred for the medical transportation will be paid, as described under Medical Services and Supplies - Out-of-Province or Out-of-Canada.

If medically necessary for a qualified medical attendant to accompany the covered person, expenses incurred for round-trip transportation will be paid.

f) **Return of Dependent Children**

If dependent children are left unattended due to the hospitalization of a covered person, arrangements will be made to return the children to their home. The extra costs over and above any allowance available under pre-paid travel arrangements will be paid.

If necessary for a qualified escort to accompany the dependent children, expenses incurred for round-trip transportation will be paid.

g) **Trip Interruption/Delay**

If a trip is interrupted or delayed due to an illness or injury of a covered person, one-way economy transportation will be arranged to enable each covered person and a Travelling Companion (if applicable) to rejoin the trip or return home. Expenses incurred, over and above any allowance available under pre-paid travel arrangements will be paid.

A Travelling Companion is any one person travelling with the covered person, and whose fare for transportation and accommodation was pre-paid at the same time as the covered person's fare.

If the covered person chooses to rejoin the trip, further expenses incurred which are related directly or indirectly to the same illness or injury, will not be paid.

If a covered person must return home due to the hospitalization or death of an immediate family member, one-way economy transportation will be arranged and expenses incurred, over and above any allowance available under pre-paid travel arrangements, will be paid.

Your Group Benefits

h) **After Hospital Convalescence**

If a covered person is unable to travel due to medical reasons following discharge from a hospital, expenses incurred for meals and accommodation after the originally scheduled departure date will be paid, subject to the maximum shown in part l) of this provision.

i) **Visit of Family Member**

Expenses incurred for round-trip economy transportation will be paid for an immediate family member to visit a covered person who, while travelling alone, becomes hospitalized and is expected to be hospitalized for longer than 7 days. The visit must be approved in advance by the administrator.

j) **Vehicle Return**

If a covered person is unable to operate his owned or rented vehicle due to illness, injury or death, expenses incurred for a commercial agency to return the vehicle to the covered person's home or nearest appropriate rental agency will be paid, up to a maximum of \$1,000 (Canadian).

k) **Identification of Deceased**

If a covered person dies while travelling alone, expenses incurred for round-trip economy transportation will be paid for an immediate family member to travel, if necessary, to identify the deceased prior to release of the body.

l) **Meals and Accommodation**

Under the circumstances described in parts f), g), h), i) and k) of this provision, expenses incurred for meals and accommodation will be paid, subject to a combined maximum of \$2,000 (Canadian) per medical emergency.

Non-Medical Assistance

a) **Return of Deceased to Province of Residence**

In the event of the death of a covered person, the necessary authorizations will be obtained and arrangements made for the return of the deceased to his province of residence. Expenses incurred for the preparation and transportation of the body will be paid, up to a maximum of \$5,000 (Canadian). Expenses related to the burial, such as a casket or an urn, will not be paid.

Your Group Benefits

b) **Lost Document and Ticket Replacement**

Assistance in contacting the local authorities is provided, to help a covered person in replacing lost or stolen passports, visas, tickets or other travel documents.

c) **Legal Referral**

Referral to a local legal advisor, and if necessary, arrangement for cash advances from the covered person's credit cards, family or friends, is provided.

d) **Interpretation Service**

Telephone interpretation service in most major languages is provided.

e) **Message Service**

Telephone message service is provided for messages to or from family, friends or business associates. Messages will be held for up to 15 days.

f) **Pre-trip Assistance Service**

Up-to-date information is provided on passport and visa, vaccination and inoculation requirements for the country where the covered person plans to travel.

Health Advice and Assistance

The following services are available for a covered person when required as a result of an illness or injury:

a) **After Hours Access to a Registered Nurse**

Toll free telephone access to a registered nurse is available seven days a week, during the hours that a family physician is not readily accessible.

b) **Medical Advice**

Medical advice will be provided on:

- i) whether the illness or injury can be safely treated at home or will require a visit to a physician or hospital emergency room;
- ii) the type of side effect to expect from a prescribed drug; and
- iii) other health related services that may be requested or required by the covered person.

Your Group Benefits

c) **Link to 911**

If necessary, a covered person will be immediately linked to their local 911 emergency service for medical assistance.

d) **Follow-Up Call**

Where appropriate, to monitor the care of the covered person, the registered nurse will follow-up with the covered person within 24 hours after the medical advice is provided.

Exceptions

The administrator, and the company contracted by the administrator to provide the travel assistance services described in this benefit, will not be responsible for the availability, quality, or results of any medical treatment, or the failure of a covered person to obtain medical treatment or emergency assistance services for any reason.

Emergency assistance services may not be available in all countries due to conditions such as war, political unrest or other circumstances which interfere with or prevent the provision of any services.

How to Access Emergency Travel Assistance - Your Emergency Travel Assistance Card

Your Emergency Travel Assistance card lists the toll free numbers to call in case of an emergency, while travelling outside your province. The toll free number will put you in touch with the international travel assistance organization.

Your Emergency Travel Assistance card also lists your I.D. number and plan document number, which the travel assistance organization needs to confirm that you are covered by Emergency Travel Assistance.

If you do not have an Emergency Travel Assistance Card, please contact your employer.

Submitting a Claim

To submit an Extended Health Care claim, you must complete an Extended Health Care Claim form, except when claiming for physician or hospital expenses incurred outside your province of residence. For these expenses, you must complete an Out-of-Province/Out-of-Canada claim form. Claim forms are available from your employer.

All applicable receipts must be attached to the completed claim form when submitting it to Manulife Financial.

Proof that benefits are payable must be submitted within the earlier of:

March 31st following the year in which the claim was incurred; or

90 days from the date of termination of plan benefit coverage.

**Extended Health Care -
Submitting a Claim**

Your Group Benefits

Claims for Out-of-Canada expenses must first be submitted to the Provincial Plan for payment. Any outstanding balance should be submitted to Manulife Financial, along with the explanation of payment from the Provincial Plan.

Subrogation (Third Party Liability)

Subrogation (Third Party Liability)

If your medical expenses result from an injury caused by another person and you have the legal right to recover damages, your employer may request that you complete a subrogation reimbursement agreement when you submit a claim for such expenses.

On settlement or judgement of your legal action, you will be required to reimburse your employer those amounts you recover which, when added to the payments you received from your employer, exceed 100% of your incurred expenses.

Exclusions

Extended Health Care - Exclusions

No Extended Health Care benefits are payable for expenses related to:

war, insurrection, the hostile actions of any armed forces or participation in a riot or civil commotion

committing or attempting to commit an assault or criminal offence

an illness or injury for which benefits are payable under any government plan or workers' compensation

charges for periodic check-ups, broken appointments, third party examinations, travel for health purposes, or completion of claim forms

services or supplies provided by an employer's medical or dental department

services or supplies for which no charge would normally be made in the absence of group benefit coverage

services and supplies where reimbursement would have been made under a government-sponsored plan, in the absence of coverage

services or supplies which are required for recreation or sports

services or supplies which would have been payable by the Provincial Plan if proper application had been made

medical treatment which is not usual or customary, or is experimental or investigational in nature

medical or surgical care which is cosmetic, except sclerotherapy

services or supplies which are performed or provided by the covered person, an immediate family member or a person who lives with the covered person

services or supplies which are provided while confined in a hospital on an in-patient basis except Private Duty Nursing

services or supplies which are not specified as a covered expense under this benefit

Your Group Benefits

equipment used to treat seasonal affective disorder

Drug Benefit and Pharmacy Services For Persons Who Reside In Quebec

If you and your dependents reside in Quebec, the following provisions apply to your drug benefit coverage.

Covered Expenses

The following expenses are covered:

drugs that are on the List of Insured Drugs that is published by the Régie de l'assurance-maladie du Québec (RAMQ List), provided such drugs are on the list at the time the expense is incurred; and

covered pharmacy services that are to be paid when the drug is on the RAMQ List, and

drugs that are listed as a covered expense in this Benefit Booklet, but are not on the RAMQ List.

Coverage for drugs on the List of Insured Drugs that is published by the Régie de l'assurance-maladie du Québec (RAMQ List) and pharmacy services published for private plans

The following provisions apply to the coverage of drugs that are on the RAMQ List and pharmacy services for private plans, as legislated by An Act Respecting Prescription Drug Insurance and the Health Insurance Act (R.S.Q. c., A-29-01). Coverage for all other drugs will be subject to the regular provisions included in this Benefit Booklet:

a) Benefit Percentage

Prior to the annual out-of-pocket maximum being reached, the percentage of covered drug expenses payable under this benefit will be as follows:

- i) for any drug on the RAMQ List which is not otherwise covered under the terms of this Benefit, the percentage payable is the percentage as set out by the then applicable Legislation.
- ii) for any Legislated pharmacy services which are not otherwise covered under the terms of this Benefit, the percentage payable is as set out by the then applicable Legislation.
- iii) for any drug on the RAMQ List which is covered under the terms of this Benefit, the percentage payable is the greater of:
 - the benefit percentage stated under The Benefit; and
 - the percentage as set out by the then applicable Legislation.

After the annual out-of-pocket maximum has been reached, the percentage of covered drug expenses payable under this benefit will be 100%.

Your Group Benefits

b) **Annual Out-of-Pocket Maximum**

The annual out-of-pocket maximum is a portion of covered drug expenses or covered pharmacy services which must be paid by you and your spouse in a calendar year, before the percentage payable under this benefit will be 100%. Amounts that will be applied to the annual out-of-pocket maximum are:

- i) deductible amounts, and
- ii) the portion of covered drug expenses that is paid by a covered person, when the percentage of covered expenses payable under this benefit is less than 100%, and
- iii) covered pharmacy services that are performed by pharmacists for drugs on the RAMQ formulary.

The annual out-of-pocket maximum for you and your spouse is as stipulated in the Legislation and includes those portions of covered drug expenses and covered pharmacy services relating to a drug on the RAMQ formulary paid for your dependent children.

For the purposes of calculating the out-of-pocket maximum for you and your spouse, those portions of covered drug expenses and covered pharmacy services paid for your dependent children will be applied to the person who is closest to reaching the annual out-of-pocket maximum.

c) **Deductible**

Deductible amounts (if any) for the drug benefit will apply, until the annual out-of-pocket maximum is reached. Thereafter, the deductible will not apply.

d) **Lifetime Maximums**

Lifetime maximums (if any) will not apply to drugs on the RAMQ List or covered pharmacy services. Drug and covered pharmacy service coverage provided after the lifetime maximum amount stated under the benefit is reached is subject to the following conditions:

- i) only drugs that are on the RAMQ List are covered, and
- ii) only covered pharmacy services that are performed for drugs on the RAMQ List are covered, and
- iii) the percentage payable by the Administrator for covered expenses is the percentage as set out by the then applicable Legislation.

e) **Eligible Dependent Children**

Your eligible dependent children who are in full-time attendance at an accredited educational institution will be covered until the later of:

Your Group Benefits

- i) the age specified in this Benefit Booklet (please refer to definition of child in the Explanation of Common Insurance Terms); and
- ii) age 26.

Drug coverage and covered pharmacy services provided for dependent children after the age stated in this Benefit Booklet is subject to the following conditions:

- only drugs that are on the RAMQ List are covered, and
- only covered pharmacy services performed for a drug in the RAMQ List are covered, and
- the percentage payable by the Administrator for covered expenses is the percentage as set out by the then applicable Legislation.

f) **Termination Age for Covered Drug and Pharmacy Service Expenses**

Provided you are otherwise eligible for the drug benefit, the Termination Age (if any) for the drug benefit will not apply. Drug coverage provided after the Termination Age specified under the benefit is subject to the following conditions:

- i) only drugs that are on the RAMQ List are covered,
- ii) only covered pharmacy services related to a drug on the RAMQ List are covered,
- iii) the percentage payable by the Administrator for covered expenses is the percentage as stipulated in the then applicable Legislation,
- iv) the Annual Out-of-Pocket Maximum is as stipulated in the then applicable Legislation, and
- v) the cost required for the drug coverage is the cost of the Extended Health Care benefit.

Coverage for drugs that are listed as a covered expense in this Benefit Booklet but are not on the RAMQ List

Coverage for drugs that are listed as a covered expense under this Benefit but not on the RAMQ List will be subject to all the standard provisions included in this Benefit Booklet.

Your Group Benefits

Dental Care

Dental Care

Your Dental Care Benefit is provided directly by City of Surrey. Manulife Financial has been contracted to adjudicate and administer your claims for this benefit following the standard insurance rules and practices. Payment of any eligible claim will be based on the provisions and conditions outlined in this booklet and your employer's Benefit Plan.

If you or your dependents require any of the dental services specified under Covered Expenses, your Dental Care benefit can provide financial assistance.

Payment of Covered Expenses is subject to any maximum amounts shown below under The Benefit and in the expenses listed under Covered Expenses.

Claim amounts that will be applied to the maximum are the amounts paid after applying the Deductible, Benefit Percentage, and any other applicable provisions.

The Benefit

Dental Care - The Benefit

Deductible - Nil

Dental Fee Guide - Current Fee Guide for General Practitioners and Specialists for your Province of Residence

Benefit Percentage (Co-insurance)

- 100% for Level I - Basic Services
- 100% for Level II - Supplementary Basic Services
- 80% for Level III - Dentures
- 80% for Level IV - Major Restorative Services
- 80% for Level V - Orthodontics

Benefit Maximums

- unlimited for Level I, Level II, Level III and Level IV
- \$5,000 per lifetime for Level V

Termination Age - the date your term of office ends or the date you resign, whichever is earlier

Waiting Period - none

Covered Expenses

Dental Care - Covered Expenses

The following expenses are covered if they:

are incurred for the necessary dental care of a covered person while covered under this benefit

Your Group Benefits

are incurred for services provided by a dentist, a dental hygienist working within the scope of his license, or a denturist working within the scope of his license

are reasonable as determined by your employer or Manulife Financial, taking all factors into account

do not exceed the fees recommended in the Dental Fee Guide, or reasonable and customary charges as determined by your employer or Manulife Financial, if the expenses are not listed in the Dental Fee Guide

Alternate Treatment

Where any two or more courses of treatment covered under this benefit would produce professionally adequate results for a given condition, your employer will pay benefits as if the least expensive course of treatment were used. Your administrator will determine the adequacy of the various courses of treatment available, through a professional dental consultant.

Dental Care - Alternate Treatment

Level I - Basic Services

complete oral exam, one per 2 calendar years

full-mouth x-rays, one per 36 months

one unit of light scaling and one unit of polishing, once every 5 months to a maximum of twice per calendar year, when the service is performed outside Quebec, or prophylaxis (polishing), once every 5 months to a maximum of twice per calendar year, when the service is performed in Quebec

recall exams and fluoride treatments, once every 5 months to a maximum of twice per calendar year

bitewing x-rays, to a maximum of twice per calendar year, separated by at least 5 months (up to 6 films per occurrence)

routine diagnostic and laboratory procedures

oral hygiene instruction, once every 5 months to a maximum of twice per calendar year

fillings, retentive pins and pit and fissure sealants. Replacement fillings are covered provided:

- the existing filling is at least 12 months old and must be replaced either due to significant breakdown of the existing filling or recurrent decay, or
- the existing filling is amalgam and there is medical evidence indicating that the patient is allergic to amalgam

pre-fabricated full coverage restorations (metal and plastic)

space maintainers (appliances placed for orthodontic purposes are not covered), for dependent children under age 18 only

appliances to control harmful habits

Dental Care - Level I - Basic Services

Your Group Benefits

minor surgical procedures and post surgical care
extractions (including impacted and residual roots)
consultations, anaesthesia, and conscious sedation
injection of antibiotic drugs when administered by a Dentist in conjunction with dental surgery

Level II - Supplementary Basic Services

Dental Care - Level II - Supplementary Basic Services

surgical procedures not included in Level I (excluding implant surgery)
periodontal services for treatment of diseases of the gums and other supporting tissue of the teeth, including:

- scaling not covered under Level I, and root planing
- provisional splinting

endodontic services which include root canals and therapy, root amputation, apexifications and periapical services

onlays, one every 60 months

inlays (covering at least 3 surfaces), one every 60 months

Level III - Dentures

Dental Care - Level III - Dentures

initial provision of full or partial removable dentures
replacement of removable dentures, provided the dentures are required because:

- a natural tooth is extracted and the existing appliance cannot be made serviceable
- the existing appliance is at least 60 months old and cannot be made serviceable, or
- the existing appliance is temporary and is replaced with the permanent dentures within 12 months of its installation. The total amount payable for both the temporary and permanent dentures is the amount which would have been allowed for permanent dentures.

Expenses for dentures required solely to replace a natural tooth which was missing prior to becoming covered for this expense are not payable.

Your Group Benefits

Level IV - Major Restorative Services

Dental Care - Level IV - Major Restorative Services

denture repairs, relines and rebases, only if the expense is incurred later than 3 months after the date of the initial placement of the denture

crowns or veneers when the function of a tooth is impaired due to cuspal or incisal angle damage caused by trauma or decay

initial provision of fixed bridgework

replacement of bridgework, provided the new bridgework is required because:

- a natural tooth is extracted and the existing appliance cannot be made serviceable

- the existing appliance is at least 60 months old and cannot be made serviceable

- the existing appliance is temporary and is replaced with the permanent bridge within 12 months of its installation. The total amount payable for both the temporary and permanent bridge is the amount which would have been allowed for a permanent bridge, or

- the existing appliance is less than 60 months old and is required to replace an existing appliance which has caused temporomandibular joint disturbances and which cannot economically be modified to correct the condition

Expenses for bridgework required solely to replace a natural tooth which was missing prior to becoming covered for this expense are not payable.

Level V - Orthodontics

Dental Care - Level V - Orthodontics

orthodontic services

Pre-Determination of Benefits

Dental Care - Pre-Determination of Benefits

If the cost of any proposed dental treatment is expected to exceed \$500, it is suggested that you submit a detailed treatment plan, available from your dentist, before the treatment begins. You can then be advised of the amount you are entitled to receive under this benefit.

Work in Progress When Coverage Terminates

Dental Care - Work in Progress When Coverage Terminates

If a person's plan benefit coverage terminates (for reasons other than termination of the Plan Document or the Dental Care Benefit) and endodontic treatment had begun exposing a tooth, or an impression for a denture, crown, onlay or bridgework had been taken prior to the termination, the employer will pay for expenses related to the endodontic treatment or installation of the crown, onlay or bridgework provided the expense is incurred within 31 days after the plan benefits terminate.

Your Group Benefits

Dental Treatment after Coverage under this Plan ends

Dental Care - Dental Treatment after Coverage under this Plan ends

If your plan benefit coverage terminates under this plan, the employer will pay for expenses for the treatment of accidental injuries to the natural teeth, provided the accident is due to a force or blow external to the mouth and occurred while you were covered for this benefit. The treatment must be received and approved for payment within 6 months of the accident.

Submitting a Claim

Dental Care - Submitting a Claim

Your dental office will likely be able to provide you with a Dental Claim form and/or submit the claim electronically on your benefit. In the event that you are required to provide a Dental Claim form, you may obtain one from the Manulife Financial Plan Member website.

Proof that benefits are payable must be submitted within the earlier of:

- March 31st following the year in which the claim was incurred; or
- 90 days from the date of termination of plan benefit coverage.

Subrogation (Third Party Liability)

Subrogation (Third Party Liability)

If your dental expenses result from an injury caused by another person and you have the legal right to recover damages, your employer may request that you complete a subrogation reimbursement agreement when you submit a claim for such expenses.

On settlement or judgement of your legal action, you will be required to reimburse your employer those amounts you recover which, when added to the payments you received from your employer, exceed 100% of your incurred expenses.

Exclusions

Dental Care - Exclusions

No Dental Care benefits will be payable for expenses resulting from:

- war, insurrection, the hostile actions of any armed forces or participation in a riot or civil commotion
- committing or attempting to commit an assault or criminal offence
- dental care which is cosmetic, unless required because of an accidental injury which occurred while the patient was covered under this benefit
- anti-snoring or sleep apnea devices
- broken dental appointments, third party examinations, travel to and from appointments, or completion of claim forms
- services which are payable by any government plan
- services or supplies provided by an employer's medical or dental department

Your Group Benefits

services or supplies for which no charge would normally be made in the absence of group benefit coverage

supplies usually intended for sport or home use, for example mouth guards, unless medically necessary

treatment rendered for a full mouth reconstruction, for a vertical dimension or for a correction of temporomandibular joint dysfunction

replacement of removable dental appliances which have been lost, mislaid or stolen

laboratory fees which exceed reasonable and customary charges

services or supplies which are performed or provided by the covered person, an immediate family member or a person who lives with the covered person

implants, or any services rendered in conjunction with implants. However, where an implant is the choice of treatment and a denture or bridge would produce professionally adequate results for the condition, the plan will pay the cost of the implant expense and any related services, at a cost equal to the least expensive cost of a denture or bridge.

treatment which is not generally recognized by the dental profession as an effective, appropriate and essential form of treatment for the dental condition

services or supplies which are not specified as a covered expense under this benefit

Survivor Extended Benefit

Survivor Extended Benefit

If you die while your dependents are covered under this Group Benefit Program, your employer will continue the Extended Health Care and Dental Care benefits without requiring any contribution from you, until the earliest of:

the date your dependent is no longer a dependent, according to the definition of dependent (see Explanation of Commonly Used Terms)

the date similar coverage is obtained elsewhere

the date which is 12 months from your death, or

the date the Plan Document terminates

