

**Management’s Response to the Auditor General’s Management Letter Issued for the
Improving Reporting and Monitoring of Employee Benefits**

<u>Rec No</u>	<u>Recommendation</u>	Agree (X)	Disagree (X)	<u>Management Comments:</u> <i>(Comments are required only for recommendations where there is disagreement.)</i>	<u>Action Plan/ Time Frame</u>
1.	City Council request the Director Pension Payroll and Employee Benefits, in consultation with the City Solicitor, to formally request the City’s benefit administrator to provide statistical data and reports related to suspected and actual incidents of benefit fraud by employees and/or their dependants that have been investigated by the benefit administrator.	X			<ul style="list-style-type: none"> • In consultation with City Legal, review privacy issues as they relate to the disclosure of information by the benefit’s administrator, and determine what information can be provided to the City on a routine basis, and pursuant to what conditions, in order to effectively assess the benefit administrator’s performance as it relates to fraud prevention and management. • Develop appropriate consents and performance standards to ensure access to information is provided in a timely and routine manner <p>For implementation Q4 2012</p>
2.	City Council request the Director Pension Payroll and Employee Benefits, give consideration to the formal documentation of an annual evaluation of the benefit administrator performance as it relates to prevention, detection and investigation of benefit fraud including fraud related to the receipt of Long Term Disability benefits.	X			<ul style="list-style-type: none"> • Consider the expansion of the current annual review process to include the formal documentation of the benefit carrier’s performance as it relates to prevention, detection and investigation of benefit fraud including LTD fraud <p>For implementation Q2 2013</p>