

Appendix A Incremental Additional Benefit Costs

Item	Explanation	Effective Date	Gross Cost
Psychologist Services	Effective October 1, 2020, increased the maximum amount from \$300 per person per benefit year to \$1,000 per person per benefit year. Expanded the psychologist services providers to include registered psychotherapist or a registered Masters of Social Work (MSW) practitioner who are members in good standing with their respective Colleges. To address the impacts of COVID-19 on the mental wellbeing of City employees, the City Manager approved the implementation of this increase in April 2020.	October 1, 2020	\$2,500
Vision	Effective October 1, 2020, provide an additional \$80 for one routine eye exam for every twenty-four (24) consecutive months.	October 1, 2020	\$600
Dispensing Fee Cap	Effective October 1, 2020, the dispensing fee cap remains at \$9.00, with the exception of the dispensing fee cap for eligible compound drugs which shall be twenty-five (\$25) per prescription. The \$25 dispensing fee cap is the City's current practice, so there is no increase in costs.	October 1, 2020	N/A
Medical Certificates	Effective October 1, 2020, enhance the information to be provided at 20 days and each subsequent 24 days of absence and will pay up to \$60 for completion of the City's Return to Work form. This is the current practice for Exhibition Place.	October 1, 2020	N/A
Parental Leave	Amended Supplemental Employment Benefits payments for pregnancy/parental leave. Effective for leaves that begin on or after January 1, 2021, the amount of the top-up for employees who take pregnancy and parental leave be increased from 75% of wages to 85% of wages (less EI benefits). Employees can receive the 85% top-up for up to 12 months or elect to spread the same dollar value of the top-up payments over a period of up to 18 months, so that all employees will have access to the same total amount of top-up entitlement. Currently, as a result of the 2017 change in Federal EI benefits, employees can receive the 75% top- up for the full 18-month period.	Effective for leaves that begin on or after January 1, 2021	\$2,400

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Erectile Dysfunction Drugs	Effective October 1, 2020, the Erectile Dysfunction medication be limited to 40 tablets every 3 months based on the first paid claim, unless there is a medically supported requirement that an employee receive a greater number of tablets. The benefit is currently unlimited.	October 1, 2020	\$0
Orthotics and Orthopedic Shoes for dependents under 18 years of age	Effective October 1, 2020, the number of Orthotics and Orthopedic Shoes for dependents 18 years of age and under be limited to 3 pairs per dependent per benefit year. The benefit is currently unlimited.	October 1, 2020	\$0
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Additional Item

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One additional Float Day	Effective October 1, 2020, increase the number of Float Days from 2 to 3.	October 1, 2020	\$50,000 Notional cost within approved annual salaries