

Appendix 1: 2025-2028 Active Benefits Plan for Management/Non-union employees, Accountability Officers and Elected Officials

The implementation of the recommended changes to the Active Benefit Plan for Management/Non-union employees, Accountability Officers and Elected Officials, as of the effective dates recommended in the chart below, will result in some incremental increased costs for Health benefits. However, this increased cost is more than offset by the significant savings of \$345,302 achieved through the stronger administration guidelines for Biosimilar Drugs, Emergency Out of Country coverage and combining paramedical services into one annual maximum.

Item	Explanation	Effective Date
Vision	Increase maximum amount from \$475 per person every twenty-four (24) consecutive months to \$500 per person every 24 consecutive months	November 1, 2025
Eye Exam	Increase coverage to \$100 for one routine eye exam for every 24 consecutive months	November 1, 2025
RC Rates	Adopt benefit carrier (GS) Reasonable and Customary (RC) Rates	November 1, 2025
Gender Affirmation	Implement lifetime coverage of \$10,000 per person	November 1, 2025
Family Benefit	Implement life coverage of \$10,000 per family	November 1, 2025
Mental Health	Increase maximum amount from \$1,000 per person per benefit year to \$1,500 per person per benefit year	January 1, 2026

Item	Explanation	Effective Date
Foreign Out of Country (OCC)	OOC Emergency Only – no non-emergency items paid	November 1, 2025

Item	Explanation	Effective Date
Biosimilar	Implement Green Shield Biosimilar Policy	January 1, 2026
Combined Annual Paramedical Benefit	Combine paramedical services into an annual maximum of \$2,500 per person per year. Eligible services include: Chiropractor • Osteopath • Podiatrist • Chiropodist • Speech therapist • Massage Therapist • Physiotherapy • Naturopath • Acupuncturist	January 1, 2026
Physiotherapy	Bundle with overall Paramedical annual maximum above.	January 1, 2026

Additional Items:

Item	Explanation	Effective Date
Illness and Injury Annual Refresh	Increase from two continuance weeks to four continuance weeks	January 1, 2026