



## CEMA LTD Fund

### Premium Refund and Rate Information

## City of Edmonton Management Association (CEMA) Long Term Disability Plan Premium Refund and Rate Information

The City of Edmonton and the City of Edmonton Management Association (CEMA) LTD Advisory Committee met to review the 2017 LTD actuarial report prepared by AON for the year as at December 31, 2017 to determine the financial position of the Plan. The Committee's role is to review the actuarial valuation report and make recommendations on an annual basis to the Plan Administrator on the disposition of any surplus as well as recommendations on adjustments to the existing premium rate and to LTD payments in progress. As the Plan is in a surplus position after funding the Rate Stabilization Fund (RSF) and given the requirements of the Funding Policy, The City of Edmonton and CEMA LTD Advisory Committee announce the following changes:

#### 1. Refund for Premiums Paid in 2017

A non-taxable refund will be applied, funded from available surplus assets, for premiums paid in 2017 for active, on leave, deceased or retired employees as of December 9, 2017. The premium refund is not available to terminated employees. The refund will be reflected on your September 25, 2018 pay.

**Please note**, the refund will show as a negative amount on your pay advice.

#### 2. Premium Rate

The amount of the bi-weekly premium rate paid by CEMA employees to fund the LTD Plan will remain at **0.36%** of pay.

#### 3. COLA Adjustment for Current LTD Recipients

A cost of living adjustment will be applied to the benefits in pay for LTD recipients disabled prior to January 1, 2017.

- The first COLA will be 100% of the CPI gap between the cumulative adjustments granted and the Alberta inflation to those members disabled prior to January 1, 2017 effective January 1, 2018.
- The second COLA will be a 1% adjustment to benefits in pay for all members disabled prior to January 1, 2017 effective January 1, 2018.

---

Once you have received your premium refund on your paycheque, if you have any questions about the amount please forward an email to [employeeservicecentre@edmonton.ca](mailto:employeeservicecentre@edmonton.ca).

If you have any questions about these recommendations, please contact Lorraine Wohland at 780-496-7858 and/or CEMA at [cemasecretary@gmail.com](mailto:cemasecretary@gmail.com).



Lorraine Wohland  
Representing City of Edmonton



Brenda Waluk  
Representing CEMA