

**2019 Financial Report on the Position of the Pension Plans**

**Funded Status - \$ thousands**

	<b>Multi-Employer Pension Plans Actuarial Funded Position</b>	
Pension Plan	Local Authorities Pension Plan (LAPP)	Special Forces Pension Plan (SFPP)
Valuation Date	2018 Dec 31	2018 Dec 31
Next Valuation Date (not later than)	2021 Dec 31	2021 Dec 31
Assets	\$44,956,500	\$3,070,700
Liabilities	\$41,739,000	\$3,323,900
Unfunded Liability/ (Excess Assets)	(\$3,217,500)	\$253,200
Going Concern Funded Ratio	107.7%	*92.4%

*Refer to graphs on page 4*

City employees are members of the multi-employer plans, LAPP or SFPP. The plans are funded through a combination of the contributions paid by members and The City and the investment returns earned on the assets of the plan.

An actuarial valuation is performed at least every three years to determine the financial position of the pension plan and the future contributions rates needed to ensure the long-term funding of the plans indefinitely. The funded ratio compares the value of the plan assets to plan liabilities while a plan is ongoing. An unfunded liability exists when the actuarial valuation determines the plan's liabilities exceed the plan's assets.

Due to the multi-employer nature of LAPP and SFPP, information is not available to determine The City's portion of the plans' obligations and assets. However, given that SFPP has unfunded liabilities, an inherent unrecorded liability amount is attributable indirectly to The City and the plan participants.

The SFPP Board has had a long-term funding strategy in place for some time and over the past five years the funded ratio of the Plan has improved. Plan deficiencies are resolved by a combination of elements: increased future employee and employer contributions, increased investment returns and interest rates, and management or amendment of future liabilities. On March 1, 2019, the SFPP Corporation became the trustee and administrator of the Plan. Under the new joint-governance structure, future benefit plan changes will be determined by the SFPP Sponsor Board, not government, and will be subject to discussion and agreement between employer and employee sponsors. Employee and employer sponsors also share responsibility for the risks associated with funding defined benefit plans, including the risk of investment losses that may require changes to contribution rates or benefits.

\* The going concern funded status of SFPP as of 2018 December 31 was 92.4% (2016 – 89.2%) based on the minimum level of indexing at 30% of CPI for post-2000 service.

**Funded Status - \$ thousands (continued)**

<b>City Sponsored Pension Plans Actuarial Funded Position</b>			
<b>Pension Plan</b>	<b>Supplementary Pension Plan (SPP) (100%)</b>	<b>Firefighters Supplementary Pension Plan (FSPP) (100%)</b>	<b>Elected Officials Pension Plan (EOPP)</b>
Valuation Date	2016 Dec 31	2018 Dec 31	2018 Dec 31
Next Valuation Date (not later than)	2019 Dec 31	2021 Dec 31	2021 Dec 31
Assets	\$43,233	\$188,676	\$13,982
Liabilities	\$42,733	\$185,026	\$10,443
Unfunded Liability/ (Excess Assets)	(\$500)	(\$3,650)	(\$3,539)
Going Concern Funded Ratio	101.17%	101.97%	133.88%

*Refer to graphs on page 4*

The SPP, FSPP and EOPP are registered pension plans that are funded through a combination of the contributions paid by members and The City and the investment returns earned on the assets of the plan.

Each plan holds its assets in an external trust fund solely for the members of the plan.

An actuarial valuation is performed at least every three years to determine the financial position of the plans and the future contributions rates needed to ensure the long-term funding and sustainability of the plans. The funded ratio compares the value of the plan assets to plan liabilities while a plan is ongoing.

The City and the members of SPP and FSPP share the cost of future service and future unfunded liabilities 55% by The City and 45% by the plan members. The EOPP is funded by members contributing a fixed rate of earnings and The City providing the balance of the funding.

**Funded Status - \$ thousands (continued)**

<b>City Sponsored Pension Plans Accounting Funded Position</b>						
Pension Plan	Supplementary Pension Plan (SPP) (55%)	Firefighters Supplementary Pension Plan (FSPP) (55%)	Elected Officials Pension Plan (EOPP)	Police Supplementary Pension Plan (PSPP)	Over Cap Non-Registered Pension Arrangements <small>(Note 1)</small>	Other Non-Registered Pension Arrangements <small>(Note 2)</small>
Valuation Date	2019 Dec 31	2019 Dec 31	2019 Dec 31	2019 Dec 31	2019 Dec 31	2019 Dec 31
Assets	\$33,360	\$114,890	\$16,008	-	-	-
Benefit Obligation	\$42,756	\$158,371	\$14,761	\$1,553	\$48,725	\$9,404
Deficiency/ (Surplus)	\$9,396	\$43,481	(\$1,247)	\$1,553	\$48,725	\$9,404
Unrecognized Experience Gains/(Losses)	(\$3,724)	\$1,661	\$1,363	-	(\$18,224)	\$47
Liability/(Asset) <small>(Note 3)</small>	\$5,672	\$45,142	\$116	\$1,553	\$30,501	\$9,451

The City has full responsibility for funding the PSPP and the non-registered pension arrangements as the benefit payments become due. There is no legislated requirement to pre-fund these plans through external trusts and there are no member contributions. A valuation is performed annually for financial statement purposes. Information can be found in The City's Annual Report, Employee Benefit Obligation note.

**Note 1:** Over Cap Non -Registered Pension Arrangements include OCPP, PCDOPP and FCDOPP

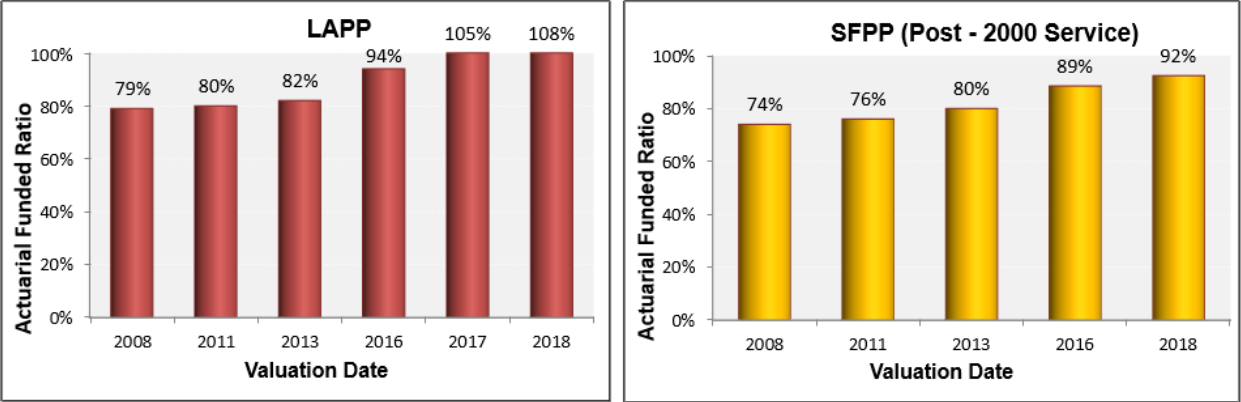
**Note 2:** Other Non-Registered Pension Arrangements include EOSSP, EPP and Contracts

The unrecognized experience gains and losses are recognized as a liability over the expected average remaining service life of the active members. The PSPP is a closed plan and will terminate when the final pension payment is made. As such any actuarial gains or losses are fully recognized in the year they arise.

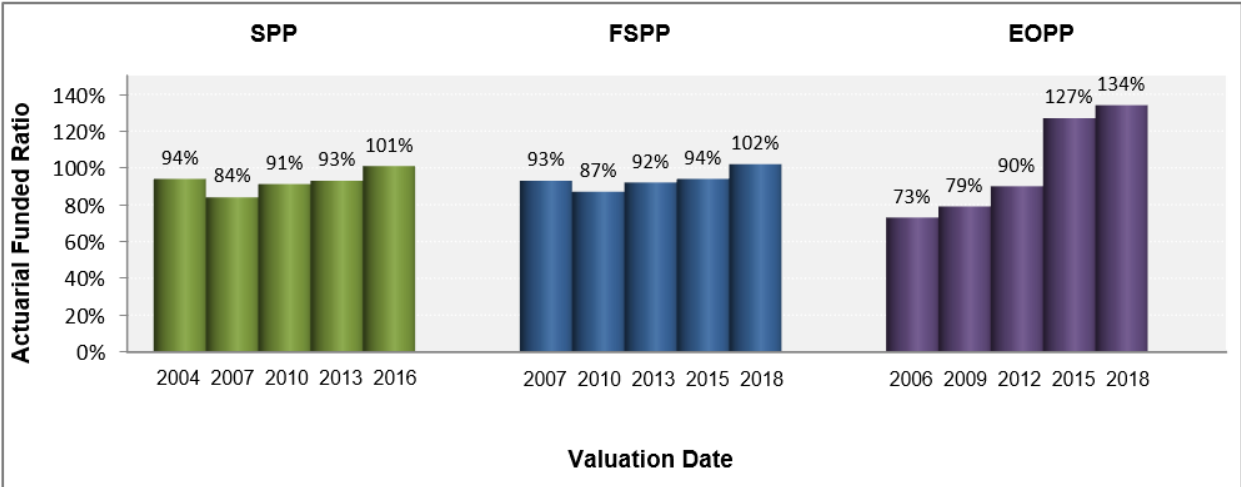
**Note 3:** Sufficient funds are held within The City's investments to cover the unrecognized experience as determined by the most recent valuation for accounting purposes.

Funded Status (continued)

Actuarial Funded Ratio of Multi-Employer Pension Plans



Actuarial Funded Ratio of The City Sponsored Pension Plans



**2019 Contributions - \$ thousands**

<b>Multi-Employer Pension Plans</b>		
<b>Pension Plan</b>	<b>Local Authorities Pension Plan (LAPP)</b>	<b>Special Forces Pension Plan (SFPP)</b>
City Contributions	\$136,637	\$35,342
Member Contributions	\$128,332	\$33,785
Contribution Remittance Cycle	Bi-weekly	Bi-weekly
Effective Date of Contribution Rates	2019 Jan 1	2010 July 1
Member Contribution Rate	8.39% up to YMPE 12.84% over YMPE & up to Annual Salary Cap	13.45% up to Annual Salary Cap
City Contribution Rate	9.39% up to YMPE 13.84% over YMPE & up to Annual Salary Cap	14.55% up to Annual Salary Cap
2019 YMPE	\$57,400	\$57,400
2019 Annual Salary Cap	\$168,498	\$168,498

*Refer to graphs on page 7*

The contributions are made in accordance with the terms of the LAPP and SFPP plan texts and the most recent actuarial valuation report. The City's contributes 1% of pay more than members for LAPP, and 1.1% more for SFPP. Local government also contributes an additional 1.25% to SFPP.

**2019 Contributions - \$ thousands (continued)**

City Sponsored Pension Plans						
Pension Plan	Supplementary Pension Plan (SPP) <small>(Note 1)</small>	Firefighters Supplementary Pension Plan (FSPP) <small>(Note 1)</small>	Elected Officials Pension Plan (EOPP) <small>(Note 1)</small>	Police Supplementary Pension Plan (PSPP) <small>(Note 2, 3)</small>	Over Cap Non-Registered Pension Arrangements <small>(Note 3, 4, 5)</small>	Other Non-Registered Pension Arrangements <small>(Note 3, 4, 6)</small>
City Contributions	\$3,134	\$5,320	\$320	\$161	\$6,656	\$519
Member Contributions	\$2,532	\$4,330	\$154	N/A	N/A	N/A
Pension Payments	\$ 577	\$ 8,602	\$ 380	\$ 161	\$ 1,350	\$ 519
Member Refunds	\$ 2,850	\$ 395	\$ 0	\$ 0	\$ 5,306	\$ 0
Contribution Remittance Cycle	Monthly	Bi-weekly	Monthly	N/A	N/A	N/A
Effective Date of Contribution Rates	2017 Sept 04	2019 Oct 1	2016 Jan 1	N/A	N/A	N/A
Member Contribution Rates	2.35% Up to Annual Salary Cap	2.32% Up to Annual Salary Cap	9.00% Up to Annual Salary Cap	N/A	N/A	N/A
City Contribution Rates	2.92% Up to Annual Salary Cap	2.83% Up to Annual Salary Cap	18.64% Up to Annual Salary Cap	N/A	N/A	N/A
2019 Annual Salary Cap	\$151,278	\$168,498	\$151,278			

*Refer to graphs on page 7*

**Note 1:** The contributions are made in accordance with the terms of the plan texts and the most recent actuarial valuation report as follows:

- SPP & FSPP: the current service costs and going concern unfunded liabilities are shared 45% by the members and 55% by The City.
- FSPP: from January to September, 2019 contribution rates were:  
City Contribution Rates: 3.22% Up to Annual Salary Cap  
Member Contribution Rates: 2.63% Up to Annual Salary Cap

- EOPP: members contribute a fixed rate of earnings with The City providing the balance of the funding.

**Note 2:** The City has full responsibility for funding the PSPP as the benefit payments become due. The PSPP is a closed plan and will terminate when the final pension payment is made.

**Note 3:** The City Contributions for Non-Registered Pension Arrangements are comprised of the actual Pension Payments and Member lump-sum Refunds in lieu of a monthly pension.

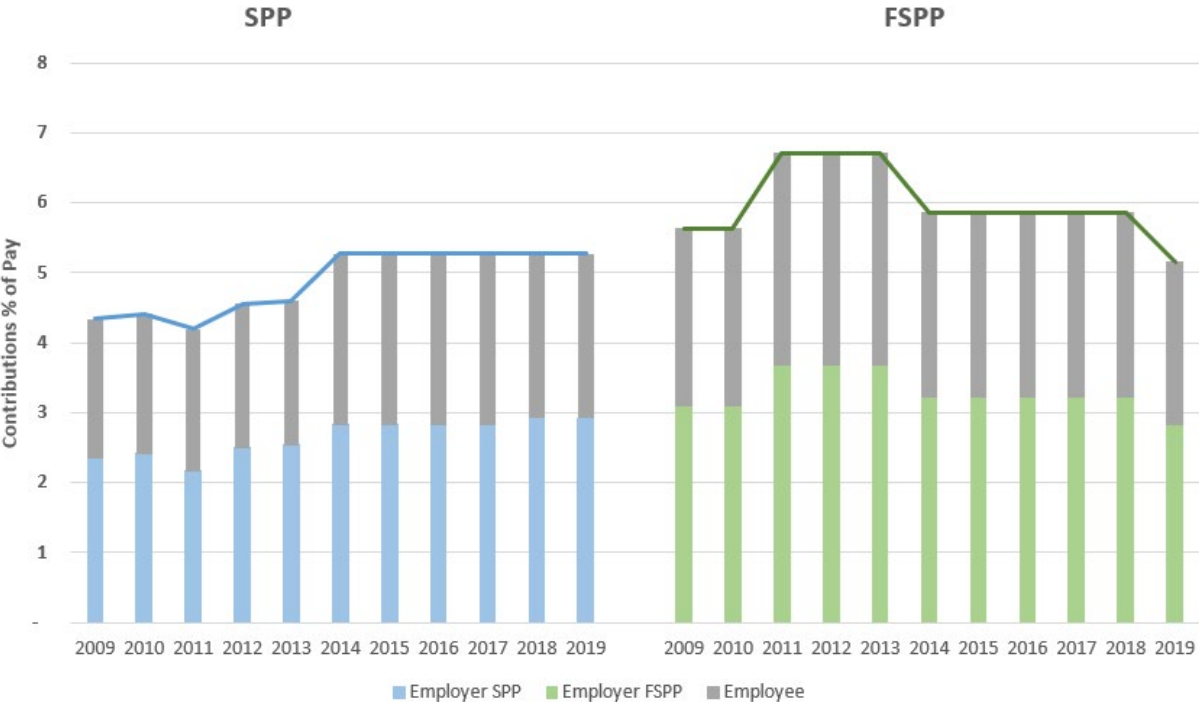
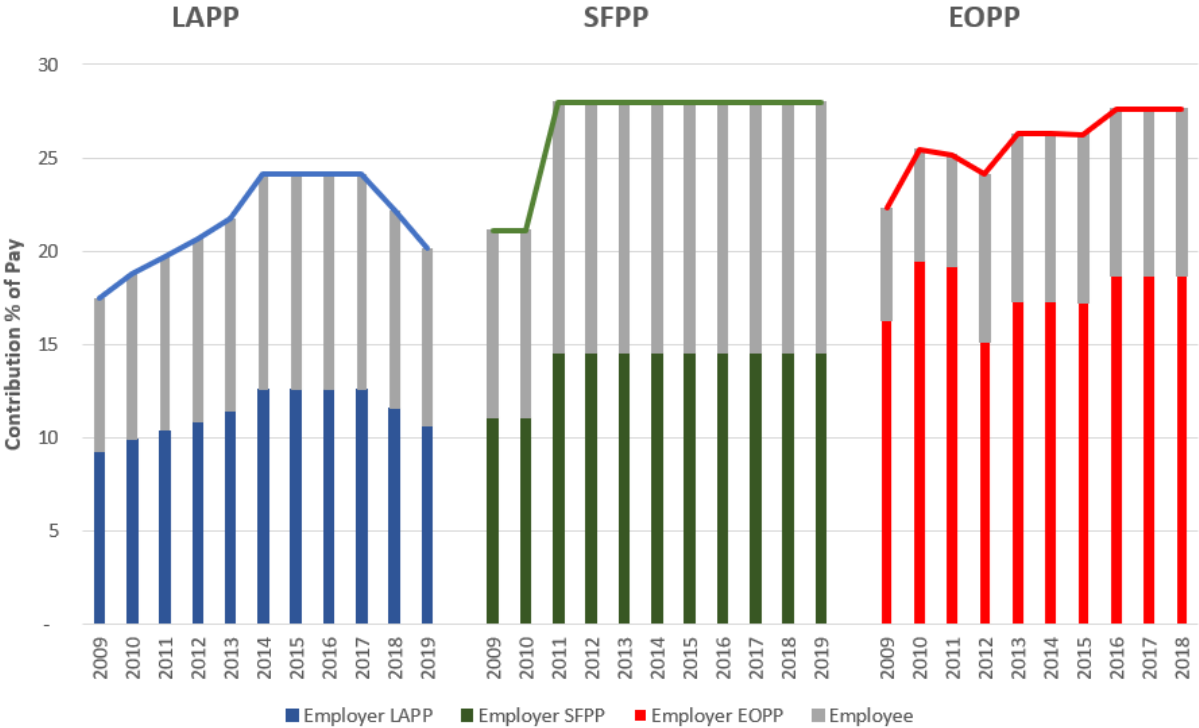
**Note 4:** The City has full responsibility for funding the Non-Registered Pension Arrangements as the payments become due. There is no legislated requirement to pre-fund these plans and there are no member contributions

**Note 5:** Over Cap Non -Registered Pension Arrangements include OCPP, PCDOPP and FCDOPP

**Note 6:** Other Non-Registered Pension Arrangements include EOSP, EPP and Contracts

2019 Contributions (continued)

Contribution Rates (combined members and The City)





**Investment Returns (net of fees) as of 2019 December 31**

Investment Returns (annualized)	LAPP	SFPP	SPP	FSPF	EOPP	PSPF <small>(Note 1)</small>	Non- Registered Pension Arrangements <small>(Note 1)</small>
1 Year	11.90%	13.53%	16.12%	15.62%	16.13%	N/A	N/A
3 Year	7.90%	8.18%	8.85%	7.54%	8.86%	N/A	N/A
4 Year	7.4%	7.84%	7.63%	7.57%	7.64%	N/A	N/A

**Note 1:** Sufficient funds are held within The City’s investments to cover the obligations of the PSPF and non-registered pension arrangements as determined by the most recent valuation for accounting purpose and as reported in The City’s financial statements.

