

Attachment 3 – 2020 Pension Plan Inventory

This document provides an overview of the pension plans and retirement arrangements that employees of The City and Council participate in. Plan activities are reported quarterly to the Pension Governance Committee (PGC). Administrative, legal, funding and financial information are found in the subsequent attachments.

Registered Plans - Multi-Employer

Local Authorities Pension Plan (LAPP) - is a defined benefit pension plan for the employees of local authorities in Alberta. The City of Calgary (The City) is one of over 400 employers who participate in the plan. LAPP is the largest pension plan in which The City participates. LAPP covers all permanent unionized and exempt employees (except for Police) at The City. Other employees may be eligible to join according to The City's Administration Policy HR-TR-002: *Participating in the Local Authorities Pension Plan*. LAPP Corporation is the legal trustee of LAPP. LAPP is governed by boards consisting of employee and employer representatives including a position on each board which is shared by the City of Edmonton and The City of Calgary.

Special Forces Pension Plan (SFPP) - is a defined benefit pension plan for sworn police officers in the province of Alberta. The City is the largest of seven employers who participate in the plan. SFPP covers all members of the Calgary Police Association, Senior Police Association, the Chief of Police and the Deputy Chiefs of Police. The SFPP is the second largest plan in which The City participates. SFPP Corporation is the legal trustee of SFPP. SFPP is governed by boards consisting of employee and employer representatives including a position on each board held by The City of Calgary.

Registered Plans - City Specific

The City of Calgary Supplementary Pension Plan (SPP) - is a registered defined benefit pension plan and is available to all union-exempt City employees whose permanent positions are classified at exempt level F and above. The SPP provides benefits that supplement members' base LAPP benefit. The City is the plan sponsor of the SPP.

Calgary Firefighters' Supplementary Pension Plan (FSPP) - provides benefits which supplement firefighters' base LAPP benefit. The FSPP is a registered pension plan outlined in the collective agreement between The City and the International Association of FireFighters (IAFF). Local 255 and is mandatory for all eligible IAFF Local 255 members. The FSPP is administered by a joint Board of Trustees with representation from The City, IAFF, and an independent chair.

The Calgary Police Supplementary Pension Plan (PSPP) - is a defined benefit registered pension plan that provides benefits to Calgary Police Service members who retired from The City prior to 1979. At the end of 2020, the plan membership consists of 15 pensioners / beneficiaries. This is a closed plan and will terminate when the final pension payment is made. The PSPP is governed by the PSPP Board of Trustees which consists of representatives from the Calgary Police Association, Calgary Senior Police Association, The City and an independent chair. The PSPP meets on an annual basis. The City has sole responsibility for funding the plan.

The City is the sponsor of individual and group non-registered pension arrangements. These plans are not registered for Canada Revenue Agency purposes and provide defined-benefit pension benefits in excess of the limits of the *Income Tax Act (Canada)* supplemental to the registered plans. As such, there is no legislated requirement to pre-fund these plans through external trusts. Sufficient funds are held within The City's investments to cover the obligations of these plans.

Non-Registered Retirement Arrangements - Active Employees

The City of Calgary Overcap Pension Plan (OCP) – covers eligible union-exempt employees whose permanent position is classified exempt level G and above, whose earnings are above the Canada Revenue Agency maximum pensionable earnings. The OCP is supplemental to LAPP and SPP.

The City of Calgary Police Chief and Deputies Overcap Pension Plan (PCDOP) – covers the Police Chief and Deputies who participate in the SFPP.

Non-Registered Retirement Arrangements - Inactive Members

The City of Calgary Fire Chief and Deputies Overcap Pension Plan (FCDOP) – is a closed plan for the Fire Chief and Deputies. There are no active members in the FCDOP.

The City of Calgary Executive Pension Plan (EPP) – is a closed plan and provides a benefit for Executive Officers who were appointed to these positions prior to 2003. There are no active members in the EPP, and the plan will terminate when the final payment is made.

Contractual Obligations – The City had entered into individual compensation arrangements with key members of management that provide defined benefits upon retirement. There are no active employees with pension contracts.

Registered Plan - Council

Pension Plan for Elected Officials of The City of Calgary (EOP) - is a defined benefit registered pension plan that provides benefits for The City of Calgary Elected Officials. The City is the sponsor of the EOP.

Non-Registered Retirement Arrangement - Council

Supplementary Pension Plan for Elected Officials of The City of Calgary (EOSP) – is for the Elected Officials who have earnings above the Canada Revenue Agency maximum pensionable earnings. This plan provides pension benefits in excess of the EOP and will be closed to new entrants as of the 2021 October 18 municipal election.