

2013 Pension Plan Summary

The following is a summary of the pension plans for which the Pension Governance Committee (PGC) has oversight. Administrative, legal, funding and financial information are found in the subsequent attachments.

- **Local Authorities Pension Plan (LAPP)** – is a defined benefit pension plan for the employees of local authorities in Alberta. 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 Participation Policy.
- **Special Forces Pension Plan (SFPP)** – is a defined benefit pension plan for police officers in the province of Alberta. The City is the largest of seven employers who participate in the plan. SFPP and covers all members of the Calgary Police Association, Senior Police Association, Chief and Deputy Chiefs of Police. The SFPP is the second largest plan in which The City participates.
 - The PGC has no direct fiduciary responsibility for LAPP or SFPP. The primary responsibility of the PGC with respect to LAPP and SFPP is to ensure The City complies with reporting, remitting, and administrative requirements of the LAPP/SFPP administrator, Alberta Pensions Services Corporation (APS). The PGC also monitors and reports on SFPP issues to the City Manager, and recommends the City appointee to the SFPP Board of Trustees.
- **Supplementary Pension Plan (SPP)** – is a registered pension plan and is available to all City employees whose permanent position is classified at Exempt Level F and above.
 - The City of Calgary is the sole sponsor of the SPP. The PGC has both management and fiduciary responsibilities with respect to the SPP and governs all legal, financial, administrative and funding aspects of the plan.
- **Firefighters Supplementary Pension Plan (FSPP)** – provides benefits that supplement firefighters' base LAPP benefit. The FSPP is a registered pension plan incorporated in the collective agreement between The City and the International Association of Fire Fighters (IAFF) Local 255 and is mandatory for all City firefighters.
 - The FSPP is administered by a joint Board of Trustees with representation from The City, IAFF, and an independent member. The PGC has no direct fiduciary responsibility for the FSPP. The primary responsibility of the PGC with respect to the FSPP is to ensure The City complies with the reporting and remitting requirements in accordance with the FSPP text and applicable legislation. The PGC also monitors and reports on FSPP issues and appoints The City's two representatives on the FSPP Board of Trustees.
- **Elected Officials Pension Plan (EOPP)** – is a registered pension plan that provides benefits for The City of Calgary Elected Officials.
 - The City of Calgary is the sponsor of the EOPP. The PGC has fiduciary responsibilities only with respect to the EOPP fund and governs the financial, administrative and funding aspects of the plan.

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- **Police Supplementary Pension Plan (PSPP)** – is a registered pension plan that provides benefits to Calgary Police Service members who retired from The City prior to 1979. The plan membership consists of 23 pensioners and/or 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 member. The PSPP meets on an annual basis. The City has sole responsibility for funding the plan.
- The City is the sponsor of five non-registered pension arrangements. These non-registered pension arrangements provide pension benefits that cannot be provided through registered pension plans due to income tax act regulations. The PGC has administrative and financial responsibilities with respect to all the non-registered pension arrangements, and has design responsibilities for the Overcap plans.

The non-registered arrangements are:

- **OverCap Pension Plan (OCP)** –covers eligible employees who occupy positions classified Exempt Level G and above including the Fire Chief, whose earnings are above the Canada Revenue Agency maximum pensionable earnings.
- **Police Chief and Deputies Overcap Pension Plan (PCDOPP)** - covers the Police Chief and Deputies who participate in the SFPP.
- **Fire Chief and Deputies Overcap Pension Plan (FCDOPP)** –is a closed plan that currently has two Assistant Deputies as members who continue to participate in the SFPP.
- **Executive Pension Plan (EPP)** – is a closed plan and provides a benefit for Executive Officers who were appointed to these positions prior to 2003.
- **Elected Officials Supplementary Pension Plan (EOSP)** –is for the Elected Officials that have earnings above the Canada Revenue Agency maximum pensionable earnings. This plan provides pension benefits in excess of the EOPP.