

**2023 Financial Report on the Position of the Pension Plans Funded Status -  
\$ thousands**

	Multi-Employer Pension Plans Actuarial Funded Position	
Pension Plans	Local Authorities Pension Plan (LAPP)	Special Forces Pension Plan (SFPP)
Valuation Date	2022 Dec 31	2021 Dec 31
Next Valuation Date (not later than)	2025 Dec 31	2024 Dec 31
Assets	\$61,231,300	\$3,915,800
Liabilities	\$54,804,700	\$3,910,400
Unfunded Liability/ (Excess Assets)	(\$6,426,600)	(\$5,400)
Going Concern Funded Ratio	111.7%	*100.1%

*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.

LAPP is in a strong, fully funded position as per the actuarial valuation as at December 31, 2022 which continues to improve upon prior years. Following the annual actuarial valuation, and through effective risk management and prudent planning, the LAPP Sponsor Board has been able to reduce the contribution rate a record fifth time in seven years. The total combined (aggregate) contribution rate (employers and employees) for 2024 is 17.43% of pensionable salary (down from 17.72% in 2023). Employers match employee contributions and pay an extra 1%.

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.

The SFPP Board reviewed the Plan's funded position (actuarial valuation) as of December 31, 2021 and after a Funding Risk Study in 2021 put in place strategies to return the plan to a fully funded position.

\* The going concern funded status of SFPP as of December 31, 2021 was 100.1% (2019 – 93.0%) 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>			
Pension Plans	Supplementary Pension Plan (SPP) (100%)	Firefighters Supplementary Pension Plan (FSPP) (100%)	Elected Officials Pension Plan (EOPP)
Valuation Date	2022 Dec 31	2021 Dec 31	2021 Dec 31
Next Valuation Date (not later than)	2025 Dec 31	2024 Dec 31	2024 Dec 31
Assets	\$69,705	\$226,989	\$19,645
Liabilities	\$60,102	\$216,329	\$12,736
Unfunded Liability/ (Excess Assets)	(\$9,603)	(\$10,660)	(\$6,909)
Going Concern Funded Ratio	116.0%	104.9%	154.3%

*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 valuations are available 6 to 9 months after the valuation dates and 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 Plans	Supplementary Pension Plan (SPP) (55%)	Firefighters Supplementary Pension Plan (FSPP) (55%)	Elected Officials Pension Plan (EOPP)	Police Supplementary Pension Plan (PSPP)	Active Non-Registered Pension Arrangements <small>(Note 1)</small>	Inactive Non-Registered Pension Arrangements <small>(Note 2)</small>
Valuation Date	2023 Dec 31	2023 Dec 31	2023 Dec 31	2023 Dec 31	2023 Dec 31	2023 Dec 31
Assets	\$41,509	\$126,329	\$16,395	-	-	-
Benefit Obligation	\$39,133	\$124,209	\$12,149	\$802	\$39,435	\$7,791
Deficiency/ (Surplus)	(\$2,376)	(\$2,120)	(\$4,246)	\$802	\$39,435	\$7,791
Unrecognized Experience Gains/(Losses)	\$7,269	\$51,040	\$1,867	-	(\$3,187)	-
Liability/ (Asset)	\$4,893	\$48,920	(\$2,379)	\$802	\$36,248	\$7,791

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 under the Employee Benefit Obligation note.

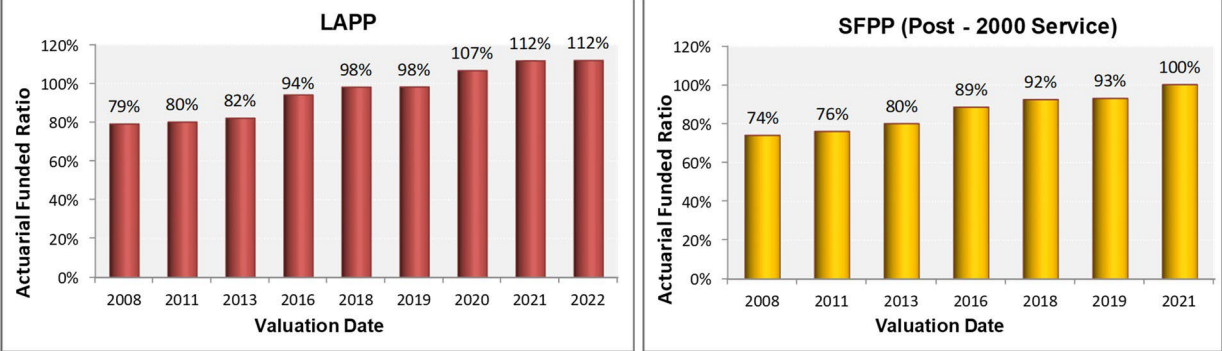
**Note 1:** Non-Registered Pension Arrangements with active members include OCPP and PCDOPP

**Note 2:** Non-Registered Pension Arrangements with inactive members include EOSP, EPP, FCDOPP 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.

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

### Actuarial Funded Ratio of Multi-Employer Pension Plans



### Actuarial Funded Ratio of The City Sponsored Pension Plans



**2023 Contributions - \$ thousands**

<b>Multi-Employer Pension Plans</b>		
<b>Pension Plans</b>	<b>Local Authorities Pension Plan (LAPP)</b>	<b>Special Forces Pension Plan (SFPP)</b>
City Contributions	\$130,733	\$43,625
Member Contributions	\$116,873	\$39,578
Contribution Remittance Cycle	Bi-weekly	Bi-weekly
Effective Date of Contribution Rates	2023 Jan 1	2010 July 1
Member Contribution Rate	7.45% up to YMPE 11.23% over YMPE & up to Annual Salary Cap	13.45% up to Annual Salary Cap
City Contribution Rate	8.45% up to YMPE 12.23% over YMPE & up to Annual Salary Cap	14.55% up to Annual Salary Cap
2023 YMPE	\$66,600	\$66,600
2023 Annual Salary Cap	\$195,314	\$195,314

*Refer to graphs on page 8*

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.

**2023 Contributions - \$ thousands (continued)**

<b>City Sponsored Pension Plans</b>						
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)</small>	Active Non-Registered Pension Arrangements <small>(Note 3, 4, 5)</small>	Inactive Non-Registered Pension Arrangements <small>(Note 3, 4, 6)</small>
City Contributions	\$3,689	\$5,558	\$0	\$138	\$2,806	\$598
Member Contributions	\$3,016	\$4,605	\$146	N/A	N/A	N/A
Pension Payments	\$969	\$8,787	\$677	\$138	\$1,922	\$598
Member Refunds	\$2,067	\$415	\$0	N/A	\$884	\$0
Contribution Remittance Cycle	Monthly	Bi-weekly	Monthly	N/A	N/A	N/A
Effective Date of Contribution Rates	2023 Oct 1	2022 Oct 1	2022 Oct 10	N/A	N/A	N/A
Member Contribution Rates	1.94% Up to Annual Salary Cap	2.55% Up to Annual Salary Cap	9.00% Up to Annual Salary Cap	N/A	N/A	N/A
City Contribution Rates	2.37% Up to Annual Salary Cap	3.12% Up to Annual Salary Cap	0%	N/A	N/A	N/A
2023 Annual Salary Cap	\$175,334	\$195,314	\$175,334			

*Refer to graphs on page 8*

**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.
- EOPP: members contribute a fixed rate of earnings with The City providing the balance of the funding. Effective October 10, 2022, employer contribution rate reduced from 18.64% to nil and employee contribution rate remained at 9.0%
- SPP: effective October 1, 2023, employer contribution rate decreased from 2.90% to 2.37% and employee contribution rate decreased from 2.37% to 1.94%

- FSP: effective October 1, 2022, employer contribution rate increased from 2.83% to 3.12% and employee contribution rate increased from 2.32% to 2.55%

**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.

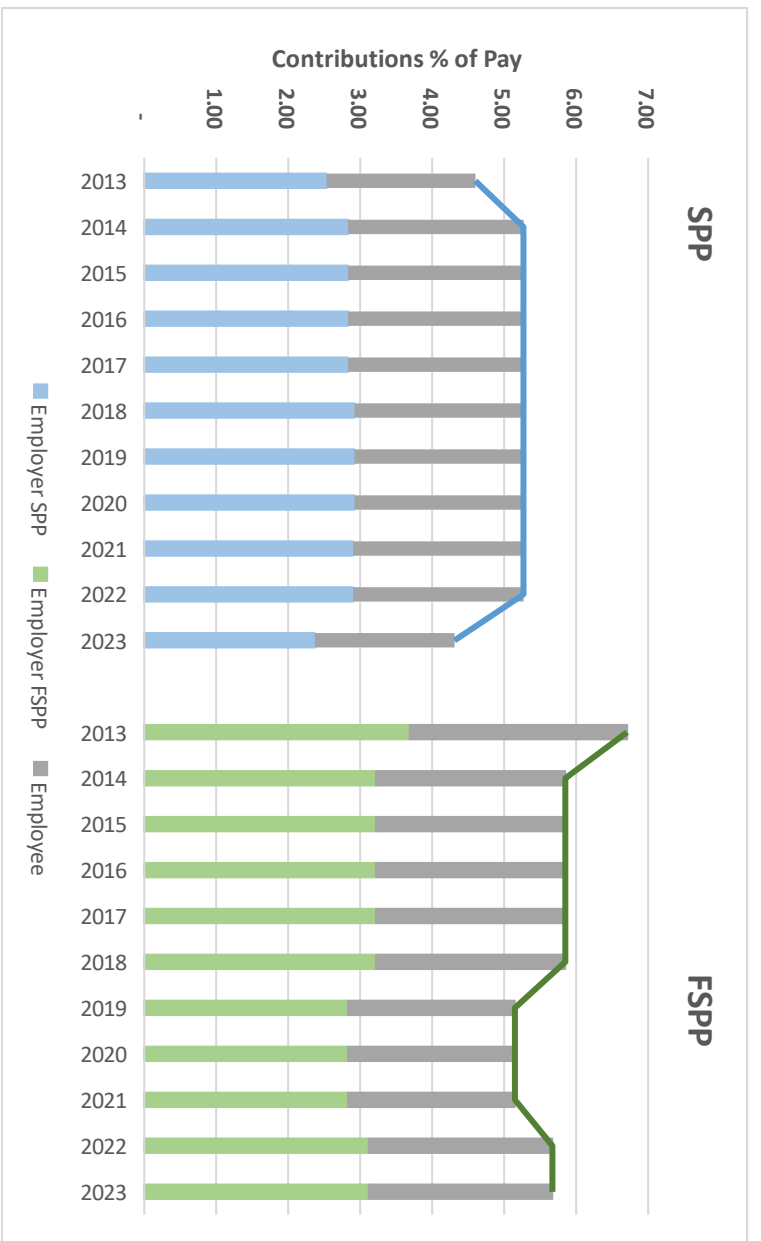
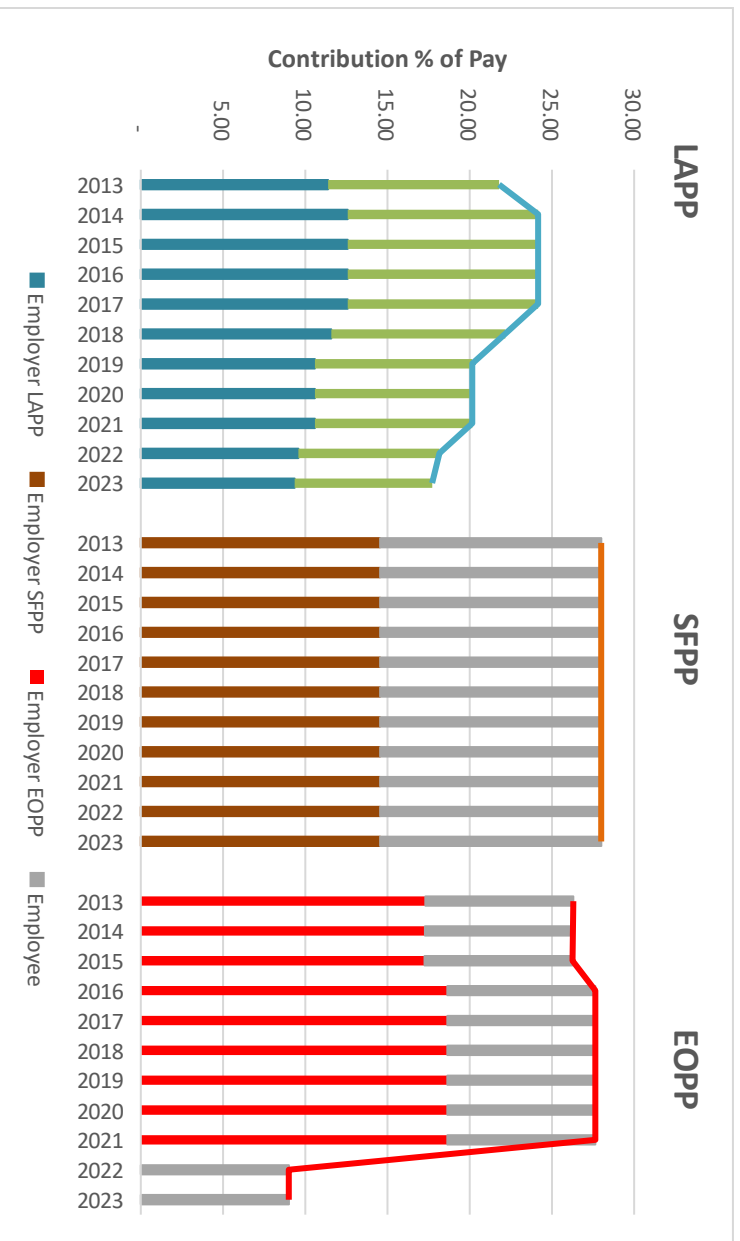
**Note 4:** The City has full responsibility for funding the Non-Registered Pension Arrangements as the payments become due. There is no legislated requirement to pre-fund these plans and there are no member contributions

**Note 5:** Non-Registered Pension Arrangements with active members include OCPP and PCDOPP

**Note 6:** Non-Registered Pension Arrangements with inactive members include EOSP, EPP, FCDOPP and Contracts

**2023 Contributions (continued)**

**Contribution Rates (combined members and The City)**





**Investment Returns (net of fees) as of 2023 December 31**

Investment Returns (annualized)	LAPP	SFPP	SPP	FSPP	EOPP	PSPP (Note 1)	Non- Registered Pension Arrangements (Note 1)
1 Year	7.60%	8.83%	10.74%	9.37%	10.73%	N/A	N/A
3 Year	5.60%	5.32%	2.37%	(0.10%)	2.36%	N/A	N/A
4 Year	5.30%	5.12%	4.52%	1.75%	4.51%	N/A	N/A

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

