

Outlined in this document is an overview of the pension plans that employees of The City and Council participate. Plan activities are reported quarterly to the Pension Governance Committee (PGC).

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 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; *Participating in the Local Authorities Pension Plan*. The Alberta President of Treasury Board and Minister of Finance is the legal trustee of LAPP.

**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 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 Alberta President of Treasury Board and Minister of Finance is the legal trustee of SFPP.

**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 position is 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 that 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 Fire Fighters (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 member.

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

**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 2016, the plan membership consists of 19 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.

**Non Registered Pension Arrangements**

The City is the sponsor of individual and group non-registered pension arrangements. These plans are non-registered for CRA 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, and current income tax rules would impose additional costs on any external pre-funding arrangement. Sufficient funds are held within The City's investments to cover the obligations of these plans.

The non-registered arrangements are:

***The City of Calgary Overcap Pension Plan (OCP)*** – covers eligible employees who occupy positions 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.

***The City of Calgary Fire Chief and Deputies Overcap Pension Plan (FCDOP)*** – is a closed plan for Deputies who continue active membership in the FSPP.

***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.

***Supplementary Pension Plan for Elected Officials of The City of Calgary (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.

***Contractual Obligations*** – The City has entered into individual compensation arrangements with key members of management that provide defined benefits upon retirement. These contractual obligations were grandfathered to members and have been deemed as closed as no benefits are provided to new employees; however, benefits will continue to retirees.