10/07/19

MOTION FOR WINNIPEG POLICE PENSION BOARD
OCTOBER 9, 2019

WHEREAS the City is proposing to amend the Winnipeg Police Pension By-law No. 126/2011 by adopting the attached draft amending By-law No. 86/2019; and

AND WHEREAS subsection 14(2) of By-law No. 126/2011 requires that, if a proposed amendment of the terms, conditions or provisions of By-law No. 126/2011 or the Winnipeg Police Pension Plan would materially affect the contributions or benefits payable under the Plan, the Winnipeg Police Pension Board shall have a report thereon prepared by the Plan's Actuary and shall provide such report to Council, and Council shall not adopt such amendment until having received such report;

NOW THEREFORE BE IT RESOLVED that:

1. The Winnipeg Police Pension Board request that the Plan's Actuary, Eckler Ltd. prepare an actuarial report on the financial implications for the Winnipeg Police Pension Plan of the of the attached draft amending By-law No. 86/2019, which includes the following substantive changes to contributions and benefits payable pursuant to the Winnipeg Police Pension By-law No. 126/2011:

    - Overtime will no longer form part of pensionable earnings effective January 1, 2020.

    - Over a four-year transition period commencing January 1, 2020, new and existing members of the Plan will increase their contributions by an average of 0.7% of salaries yearly, resulting in a contribution rates averaging 11.5% of salaries by 2024. City contributions will reduce to 14.3% of salaries in 2020, then by a further 0.7% of salaries each year until 2024, when they will match the employees' contributions averaging 11.5% of salaries.

    - Effective January 1, 2020, the following changes would be made to the Plan's early retirement provisions:
        - For all new employees hired on or after January 1, 2020, pensions would commence no earlier than age 55 or age 50 with 25 years of credited service;
        - Employees over age 45 or with at least 15 years of credited service on January 1, 2020 will retain their existing retirement age and service provisions. Other existing employees would be subject to the new retirement age and service provisions;
        - The bridge benefit will be eliminated for credited service after January 1, 2020; and
        - For credited service after January 1, 2020, an early retirement reduction of 3.6% per year will be applied to the number of years before age 60 or, if earlier, age 55 and age plus service totaling 80 years;

    - The balance of the employee and City contributions over the current service cost of the benefits will be available to finance future cost-of-living adjustments to pensions.

2. The Plan Actuary be requested to submit its report to the Executive Director of the Board and all members of the Board by no later than October 31, 2019.

3. The Executive Director of the Board be directed to provide the report from the Plan Actuary to City Council on behalf of the Board immediately after she has received the report.