Minutes – Executive Policy Committee – December 5, 2023

REPORTS

Item No. 18 Amendment to the Winnipeg Police Pension By-law No. 126/2011

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

The Executive Policy Committee concurred in the recommendation of the Winnipeg Public Service and recommended to Council:

1. That a by-law to amend the Winnipeg Police Pension By-law No. 126/2011 (a draft of which is attached as Appendix A to this report) be approved.

2. That the Proper Officers of the City do all things necessary to implement the intent of the foregoing.

DECISION MAKING HISTORY:

Moved by Councillor Duncan,

That the recommendation of the Winnipeg Public Service be concurred in and forwarded to Council.

Carried

ADMINISTRATIVE REPORT

Title: Amendment to the Winnipeg Police Pension By-law No. 126/2011

Critical Path: Executive Policy Committee – Council

AUTHORIZATION

Author	Department Head	CFO	CAO
A. Beach	A. Cusson	N/A	M. Jack

EXECUTIVE SUMMARY

The City of Winnipeg, the Winnipeg Police Association (WPA), and the Winnipeg Police Senior Officers' Association (WPSOA) have negotiated changes to the Winnipeg Police Pension Plan (Plan). The agreements on changes, made through collective bargaining with both WPA and WPSOA, were both ratified by Council on July 13, 2023.

In order for the Plan to be changed as agreed, the Winnipeg Police Pension By-law No. 126/2011 (By-law) must be amended by Council.

RECOMMENDATIONS

1. That a by-law to amend the Winnipeg Police Pension By-law No. 126/2011 (a draft of which is attached as Appendix A to this report) be approved.

2. That the Proper Officers of the City do all things necessary to implement the intent of the foregoing.

REASON FOR THE REPORT

Council approval is required to amend City By-laws.

IMPLICATIONS OF THE RECOMMENDATIONS

The proposed amendments to the Plan will complete the implementation of Council's direction from the Memorandum of Agreements ratified on July 13, 2023. Further, the proposed amendments will correct errors and inconsistencies, update language to ensure accuracy in calculations of entitlements, and remove obsolete clauses from the existing By-law, all of which have no cost implications.

HISTORY/DISCUSSION

In accordance with a March 27, 2020, arbitration decision, the City is required to negotiate changes to the Winnipeg Police Pension Plan (the Plan) with the bargaining agents for the affected employees (Winnipeg Police Association [WPA], and the Winnipeg Police Senior Officers' Association [WPSOA]).

The WPA and WPSOA each signed a Memorandum of Agreement agreeing to the proposed changes to the Plan, including those effected by this By-law amendment, on June 16, 2023. Council ratified the Memorandum of Agreements on July 13, 2023.

The proposed amendments:

- Increase Winnipeg Police Pension Plan members' premium contributions from 8 percent to 8.8 percent (effective February 11, 2024) and from 8.8 percent to 9.6 percent (effective February 9, 2025).
- Revise the early retirement pension reduction from 3.6 percent per annum to 4 percent per annum effective January 1, 2024.
- Correct errors and inconsistencies, update language to ensure accuracy in calculations of entitlements, and remove obsolete clauses from the existing By-law.

Changes to correct errors and inconsistencies, update language, and remove obsolete clauses do not have any cost implications or materially affect the contributions or benefits under the Plan. These changes were provided to the WPA and WPSOA for information and each has confirmed they have no concerns.

In accordance with Subsection 14(2) of the By-law, the Winnipeg Civic Employees Benefits Program shall have a report prepared by the Actuary prior to Council's adoption of any amendment, modification or variation of the terms, conditions or provisions of the By-law.

The required report from the Plan's Actuary is attached as Appendix B to this report.

FINANCIAL IMPACT

Financial Impact Statement Date: November 14, 2023

Project Name:
Amendment to the Winnipeg Police Pension By-law No. 126/2011

COMMENTS:

There are no financial implications associated with the recommendations of this report.

Randy Bernard

Randy Bernard, CPA, CMA
Manager of Finance & Administration (Campus)
Corporate Finance Department

CONSULTATION

This Report has been prepared in consultation with:

- Corporate Finance Department
- Legal Services Department

OURWINNIPEG POLICY ALIGNMENT

N/A

WINNIPEG CLIMATE ACTION PLAN ALIGNMENT

N/A

WINNIPEG POVERTY REDUCTION STRATEGY ALIGNMENT

N/A

SUBMITTED BY

Department: Human Resources
Division: Labour Relations
Prepared by: A. Beach
Date: November 16, 2024
File No: N/A

Attachments:

Appendix A: Draft amending By-law No. 100/2023

Appendix B: Report from the Plan's Actuary