Agenda – Council – January 30, 2025

Report – Executive Policy Committee – January 21, 2025

Item No. 6 Appointment of City Representatives to the Winnipeg Police Pension Board and the Winnipeg Civic Employees' Benefits Program - Pension and Disability Fund

EXECUTIVE POLICY COMMITTEE RECOMMENDATION:

On January 21, 2025, the Executive Policy Committee concurred in the recommendation of the Winnipeg Public Service, as amended, and submitted the following to Council:

1. That Council appoint the following to the Winnipeg Police Pension Board, for the balance of a three-year term ending on December 31, 2026:

   A. John Speidel, Corporate Controller

2. That Council appoint the following to the Winnipeg Civic Employees' Benefits Program – Pension Fund, effective January 1, 2025 for a term as indicated below:

   A. Chris Carroll, Manager of Wastewater Services, for a four-year term ending December 31, 2028.

   B. Allan Beach, Senior Manager of Labour Relations, for a four-year term ending December 31, 2028.

   C. Cheryl Mann, Health Resource Coordinator, Human Resources, for the balance of a four-year term ending December 31, 2026.

3. That Council appoint the following to the Winnipeg Civic Employees' Benefits Program – Disability Fund, effective January 1, 2025 for a term as indicated below:

   A. Chris Carroll, Manager, Wastewater Services for a four-year term ending December 31, 2028

   B. Allan Beach, Senior Manager of Labour Relations for a four-year term ending December 31, 2028

   C. Cheryl Mann, Health Resource Coordinator, Human Resources for the balance of a four-year term ending December 31, 2026.

4. That the Proper Officers of the City be authorized to do all things necessary to implement the intent of the foregoing.

Report – Executive Policy Committee – January 21, 2025

DECISION MAKING HISTORY:

EXCUTIVE POLICY COMMITTEE RECOMMENDATION:

On January 21, 2025, the Executive Policy Committee passed the following motion:

WHEREAS the WCEBP Pension Trust Agreement indicates that the same individual must be appointed to the Pension and Disability Funds,

THEREFORE BE IT RESOLVED that recommendations 1 through 3 be deleted and replaced with the following:

1. That Council appoint the following to the Winnipeg Police Pension Board, for the balance of a three-year term ending on December 31, 2026:

    A. John Speidel, Corporate Controller

2. That Council appoint the following to the Winnipeg Civic Employees' Benefits Program – Pension Fund, effective January 1, 2025 for a term as indicated below:

    A. Chris Carroll, Manager of Wastewater Services, for a four-year term ending December 31, 2028.

    B. Allan Beach, Senior Manager of Labour Relations, for a four-year term ending December 31, 2028.

    C. Cheryl Mann, Health Resource Coordinator, Human Resources, for the balance of a four-year term ending December 31, 2026.

3. That Council appoint the following to the Winnipeg Civic Employees' Benefits Program – Disability Fund, effective January 1, 2025 for a term as indicated below:

    A. Chris Carroll, Manager, Wastewater Services for a four-year term ending December 31, 2028

    B. Allan Beach, Senior Manager of Labour Relations for a four-year term ending December 31, 2028

    C. Cheryl Mann, Health Resource Coordinator, Human Resources for the balance of a four-year term ending December 31, 2026.

and submitted the matter to Council.

ADMINISTRATIVE REPORT

Title: Appointment of City Representatives to the Winnipeg Police Pension Board and the Winnipeg Civic Employees' Benefits Program - Pension and Disability Fund

Critical Path: Executive Policy Committee – Council

AUTHORIZATION

Author	Department Head	CFO	CAO
K. Lezubski	S. Armbruster	T. Graham	S. Armbruster, Interim CAO

EXECUTIVE SUMMARY

Currently, there are vacancies in Council-appointed positions to the Winnipeg Police Pension Board, and the Winnipeg Civic Employees' Benefits Program - Pension and Disability Funds. This report recommends appointments to address these vacancies.

RECOMMENDATIONS

1. That Council appoint the following to the Winnipeg Police Pension Board, effective January 1, 2025, for a three-year term ending on December 31, 2028:

   A. John Speidel, Corporate Controller

2. That Council appoint the following to the Winnipeg Civic Employees' Benefits Program – Pension Fund, effective January 1, 2025, for a four-year term ending on December 31, 2029:

   A. Chris Carroll, Manager of Wastewater Services
   B. Allan Beach, Senior Manager of Labour Relations
   C. Lioubov Gavrilova-Crozier, Manager of Finance and Administration, Winnipeg Parking Authority

3. That Council appoint the following to the Winnipeg Civic Employees' Benefits Program – Disability Fund, effective January 1, 2025, for a four-year term ending on December 31, 2029:

   A. Chris Carroll, Manager, Wastewater Services
   B. Cheryl Mann, Health Resource Coordinator, Human Resources
   C. Lisa Hoban, Compensation and Benefits Coordinator, Labour Relations

4. That the Proper Officers of the City be authorized to do all things necessary to implement the intent of the foregoing.

REASON FOR THE REPORT

Council approval is required to make the recommended appointments.

IMPLICATIONS OF THE RECOMMENDATIONS

There are no financial impacts associated with the recommendations in this report.

HISTORY/DISCUSSION

Winnipeg Police Pension Board

The Winnipeg Police Pension By-law No. 126/2011 section 4(2) states that:

The Board shall consist of a maximum of nine voting members appointed as follows:

- *(a) two voting members appointed by the Winnipeg Police Association appointed on behalf of the police officers who are Active Members;*
- *(b) one voting member appointed by the Winnipeg Police Senior Officers' Association appointed on behalf of the senior police officers who are Active Members;*
- *(c) one voting member elected by the Non-Active Members and other beneficiaries under the Plan pursuant to Section 5 of the By-law; and*
- *(d) five voting members appointed by the City.*

The Winnipeg Police Pension By-law No. 126/2011 in section 4(3) also states that:

The Board shall also consist of a maximum of four non-voting members who may be appointed or elected as follows:

- *a) one non-voting member appointed by the Winnipeg Police Association, if they choose to make such an appointment;*
- *b) one non-voting member appointed by the Winnipeg Police Senior Officers' Association, if they choose to make such an appointment;*
- *c) one non-voting member elected by the Non-Active Members, or if no election is held, appointed by the Non-Active Member Representative on behalf of the Non-Active Members, if she or he chooses to make such an appointment; and*
- d) *one non-voting member appointed by the City, if the City chooses to make such an appointment.*

The Winnipeg Police Pension By-law No. 126/2011 in section 4(4) also states that:
The term of office of a person elected or appointed as a Board Member shall be a maximum of three years.

Cindy Fernandes, Director of Community Services, resigned from the Winnipeg Police Pension Board effective December 31, 2024. As a result, it is recommended that John Speidel, Corporate Controller, be appointed as a voting member for a four-year term ending December 31, 2029.

A full list of members of the Board and their respective existing or proposed terms (indicated with an *) are noted below.

Winnipeg Police Pension Board Voting Member(s)	
Tracey Cechvala	December 31, 2026
~~Cindy Fernandes~~ John Speidel*	~~December 31, 2026~~ December 31, 2028
Grant Heather	December 31, 2026
Jason Ruby	December 31, 2026
Tracy Graham	December 31, 2026
Non-Voting Member(s)	
Corrin Musey Denisuik	December 31, 2026

Winnipeg Civic Employees' Benefits Program – Pension and Disability Funds

The Winnipeg Civic Employees' Benefits Program is governed by two Boards:

- The Board of Trustees of the Winnipeg Civic Employees' Benefits Program (Pension Fund); and
- The Board of Trustees of the Winnipeg Civic Employees' Benefits Program (Disability Fund)

Council appoints seven members to The Board of Trustees of the Winnipeg Civic Employees' Benefits Program (Pension Fund) and the employee unions appoint seven members.

In addition, Council appoints six members to The Board of Trustees of the Winnipeg Civic Employees' Benefits Program (Disability Fund) and the employee unions appoint six members.

The Board of Trustee appointments are four-year terms.

There have been two resignations from the Pension and Disability Funds. Todd Slatnik, Manager of Human Resources, who was previously appointed to both Boards is no longer employed with the City of Winnipeg. Ajaleigh Williams, Project Manager, Winnipeg Parking Authority, resigned as trustee from both Boards effective December 31, 2024. Additionally, Chris Carroll, Manager of Wastewater Services four-year term on The Board of Trustees of the Winnipeg Civic Employees' Benefits Program (Pension and Disability Fund) expired December 31, 2024. It is recommended Mr. Carroll's term be renewed.

As a result, it is recommended that:

- Council appoint or re-appoint the following to the Winnipeg Civic Employees' Benefits Program – Pension Fund, effective January 1, 2025, for a four-year term ending on December 31, 2029:
    A. Chris Carroll, Manager of Wastewater Services
    B. Allan Beach, Senior Manager of Labour Relations
    C. Lioubov Gavrilova-Crozier, Manager of Finance & Administration, Winnipeg Parking Authority; and

- Council appoint or re-appoint the following to the Winnipeg Civic Employees' Benefits Program – Disability Fund, effective January 1, 2025, for a four-year term ending on December 31, 2029:
    A. Chris Carroll, Manager of Wastewater Services
    B. Cheryl Mann, Health Resource Coordinator, Human Resources
    C. Lisa Hoban, Compensation & Benefits Coordinator, Labour Relations

A full list of members of the Boards and their respective existing or proposed terms (indicated with an *) are noted below.

Winnipeg Civic Employees' Benefits Program **(Pension Fund)** 7 members	
Tara Holowka	December 31, 2026
Brent Piniuta	December 31, 2026
~~Todd Slatnik~~ Lioubov Gavrilova-Crozier*	~~December 31, 2026~~ December 31, 2029
Chris Carroll*	~~December 31, 2024~~ December 31, 2029
~~Ajaleigh Williams~~ Allan Beach*	~~December 31, 2024~~ December 31, 2029
Winston Yee	December 31, 2025
Neil Duboff	December 31, 2025

Winnipeg Civic Employees' Benefits Program **(Disability Fund)** 6 members	
Tara Holowka	December 31, 2026
~~Todd Slatnik~~ Lisa Hoban*	~~December 31, 2026~~ December 31, 2029
Chris Carroll*	~~December 31, 2024~~ December 31, 2029
~~Ajaleigh Williams~~ Cheryl Mann*	~~December 31, 2024~~ December 31, 2029
Winston Yee	December 31, 2025
Neil Duboff	December 31, 2025

FINANCIAL IMPACT

Financial Impact Statement **Date:** December 20, 2024

Project Name:
Appointment of City Representatives to the Winnipeg Police Pension Board and the Winnipeg Civic Employees' Benefits Program - Pension

COMMENTS:
There are no financial impacts associated with the recommendations in 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: N/A

OURWINNIPEG POLICY ALIGNMENT

The recommendations outlined in this report are generally aligned with OurWinnipeg goal of Leadership and Good Governance.

WINNIPEG CLIMATE ACTION PLAN ALIGNMENT

Consideration was given as to whether this report connects to the Winnipeg Climate Action Plan (CAP), and it was determined that the CAP is not applicable to this specific report.

WINNIPEG POVERTY REDUCTION STRATEGY ALIGNMENT

Consideration was given as to whether this report connects to the Winnipeg Poverty Reduction Strategy (PRS), and it was determined that the PRS is not applicable to this specific report.

SUBMITTED BY

Department: Office of the Chief Administrative Officer
Prepared by: Kirstian Lezubski
Date: December 20, 2024