Minutes – Executive Policy Committee – July 7, 2026

REPORTS

Item No. 7 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 Council enact a by-law to amend the Winnipeg Police Pension By-law No. 126/2011 (a draft of which is attached as Appendix A) in accordance with this report.

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

DECISION MAKING HISTORY:

Moved by Councillor Santos,

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
L. Mauws J. Speidel	D. Clark T. Graham	T. Graham	J. Dunford

EXECUTIVE SUMMARY

In 2023, the City of Winnipeg, the Winnipeg Police Association (WPA), and the Winnipeg Police Senior Officers' Association (WPSOA) made changes to the Winnipeg Police Pension Plan.

On December 14, 2023, Council enacted By-law No. 100/2023 to update the Winnipeg Police Pension By-law No. 126/2011. These updates included the changes agreed to by the WPA and WPSOA. One change increased the early retirement pension reduction from 3.6 percent per year to 4.0 percent per year, starting January 1, 2024.

On June 25, 2025, the Winnipeg Police Pension Board asked the City, the WPA, and the WPSOA to make another change to the by-law. The request was about the cost neutrality rule for the early retirement reduction rate, set out in clause 7(7)(b) of Schedule "A".

Right now, clause 7(7)(b) of Schedule A makes the change from 3.6 percent to 4.0 percent have no real effect. This report recommends that Council update the by-law to fix this issue.

RECOMMENDATIONS

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

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 by-law amendment recommended by this report addresses an incongruency by way of a clause in the WPP By-law which effectively nullifies the intended cost-saving impact of revising the early retirement pension reduction factor from 3.6 percent per annum to 4.0 percent per annum.

The proposed amendment supports a Board recommendation to revise the Plan text to address this inconsistency and provide administrative clarity. These changes would preserve the 4.0 percent per year early retirement reduction rate for post-2023 service and eliminate the requirement for future actuarial reassessment of the rate based on cost-neutrality

HISTORY/DISCUSSION

On June 25, 2025, Cheldon Angus, Chief Executive Officer, Winnipeg Civic Employees' Benefit Program, wrote to the Interim Chief Administrative Officer of the City and the Presidents of the Winnipeg Police Association (WPA) and Winnipeg Police Senior Officers' Association (WPSOA), on behalf of the Winnipeg Police Pension Board (the Board). The letter is attached to this report as Appendix B. The Board requested an amendment to the Winnipeg Police Pension Plan (the Plan) concerning the cost neutrality provision of the early retirement percentage reduction factor, as specified in clause 7(7)(b) of Schedule "A" of the Winnipeg Police Pension (WPP) By-law.

The Board's request to amend the WPP By-law follows an actuary recommendation from Eckler, Ltd, to revise the Plan, deleting clause 7(7)(b) of Schedule "A" in its entirety.

Background information:

- WPA and WPSOA each signed a memorandum of agreement agreeing to proposed changes to the Plan. Council ratified the memorandums of agreements on July 13, 2023. One of the proposed amendments, amongst other changes, included:

    - Revise the early retirement pension reduction from 3.6 percent per annum to 4.0 percent per annum effective January 1, 2024.

- A by-law to amend the Plan, accordingly, was approved by Council on December 14, 2023.

- The actuary report, dated October 18, 2023, appended to the report that Council adopted on December 14, 2023, indicated that because clause 7(7)(b) of Schedule "A" requires the early retirement reduction rate to be cost-neutral to the Plan, the rate reflected in the WPP By-law in and of itself is not used, and that the change from 3.6 percent to 4.0 percent will be rendered moot upon review of the early retirement reductions.

- At its June 10, 2024, meeting, the Board approved a motion to implement the change in the early retirement reduction factor from 3.6 percent to 4.0 percent as per the agreements between the City and WPA and WPSOA, and to administer the Plan as intended, despite the cost-neutrality clause.

The Board's request to delete clause 7(7)(b) of Schedule "A" to the WPP By-law eliminates the requirement for future actuarial reassessment of the rate based on cost-neutrality, thereby preserving the 4.0 percent per year early retirement reduction rate for post-2023 service. This amendment aligns the WPP By-law with the negotiated changes, the Board's motion, and supports consistent administration of the Plan going forward.

For ease of reference, an actuary report dated May 28, 2026 (attached to this report as Appendix C), restates the financial impacts reported in the actuary report dated October 18, 2023, if the early retirement reduction were applied according to the amending by-law, i.e.:

- there is no impact on the going concern or solvency liabilities of the Plan because the change is made prospectively to future service only;
- the estimated impact on total current service cost at the time of preparing the 2023 report was a decrease of approximately 0.06 percent of pensionable earnings, or $100,000 per year.

The 2026 actuary report further indicates that the decrease in service cost may be different today due to the passage of time and subsequent changes in plan demographics and actuarial assumptions.

For clarity, since the Board's motion of June 2024, the Plan has been administered in accordance with the intent of the agreed to change between the City, WPA and WPSOA to increase the early retirement percentage reduction factor from 3.6 percent to 4.0 percent. The early retirement reduction rate has not been reassessed since for cost-neutrality.

For consistency with respect to by-law form, the By-law amendment is a repeal of clause 7(7)(b) of Schedule "A" along with a consequential amendment to clause 7(7)(c).

FINANCIAL IMPACT

Financial Impact Statement

Date: June 2, 2026

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
Manager of Finance & Administration (Campus)
Corporate Finance Department

CONSULTATION

This Report has been prepared in consultation with:

- Legal Services Department

OURWINNIPEG POLICY ALIGNMENT

OurWinnipeg 2045, Goal #1: Leadership and Good Governance

1.4 Integrated Knowledge and Resources
1.5 Evidence-Informed Decisions

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 its Goals and Objectives, and it was determined that the PRS is not applicable to this specific report.

SUBMITTED BY

Department: Human Resource Services / Corporate Finance
Division: Labour Relations / Corporate Controller
Prepared by: L. Mauws / J. Speidel
Date: June 2, 2026
File No:

Attachments:

Appendix A - Draft amending By-law
Appendix B - Letter from Cheldon Angus on behalf of the Winnipeg Police Pension Board
Appendix C - Letter from Eckler