

Passed By Council on:03/03/1997

Purpose

To provide for establishment of minimum requirements for pension plan eligibility.

Policy Statement

1. All employees who are members of the pension plan, regardless of length of service, shall be entitled to a pension on retirement in accordance with the pension plan.
2. Participation in the pension plan is mandatory, regardless of future entitlement, in accordance with the Pension Plan Master Text. Contribution rates and pension entitlement are as stated in the Pension Plan Master Text. [last amended May 28, 2007]
3. If they have not already commenced retirement in accordance with the rules of the Pension Plan Master Text, all active members of the plan will discontinue contributing to the pension plan and shall not accrue pensionable service effective January 1 of the year following their 71st birthday.

Employees continuing to work beyond age 71 must be physically capable of carrying out the duties of the position without accommodation to the point of undue hardship.

Retirement prior to or at age 65 may be mandatory in occupations which carry a bona fide occupational requirement (BFOQ) based on safety considerations.
[section 3 replaced May 28, 2007]

4. Service for the purposes of the pension plan shall include service in an armed conflict as a member of an armed service and shall commence with the most recent hire date of an employee. Service may only be ceased in accordance with the policy on termination.

Application

Responsibilities

Department of Human Resources.

Definition

References/Appendix

Monitoring and Contravention

Approvals

Management Handbook, Policy No. 14; Finance and Administration Standing Committee Report - February 20, 1997; Regular Meeting of Council March 3, 1997. Finance and Administration Standing Committee report - August 18, 2000; Regular Meeting of Council - September 5, 2000. Finance and Administration Standing Committee report - January 28, 2004; Regular Meeting of Council - February 16, 2004. Finance and Administration Standing Committee report - April 7, 2004. Regular Meeting of Council - April 19, 2004; Finance and Administration Standing Committee report – May 17, 2007; Regular Meeting of Council – May 28, 2007

Review Period

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