

2017-G-0286

Please provide the following records with respect to the Overcap Pension Plan that commenced February 1, 2000 providing a monetary benefit to certain City of Calgary Senior Management staff following their retirement from the City of Calgary.

- 1.) The record (i.e. Council Minutes) showing City Council's approval of the OCPP including the details (i.e. the documentation of how the plan was to be administered) and financial impact of this plan provided to City Council so Council could make an informed decision when they approved the OCPP.
- 2.) The records for each of the years between 2000 and 2016 for the following categories of OCPP recipients showing: the number of staff who took the commuted value (i.e. annual or monthly).

The records provided are based on information available for the following years.

Year	Number of OCPP members who received a commuted value payment	Total annual commuted value payments
2008	7	\$292,779
2009	7	\$18,750
2010	6	\$479,217
2011	7	\$644,590
2012	6	\$196,257
2013	6	\$926,787
2014	3	\$272,018
2015	11	\$2,650,965
2016	9	\$1,665,813

Request that information related to the commuted value payments is not distributed to protect the privacy of the employees due to the small size of the number of employees who received these type of payments.

3.) The records for each of the years between 2000 and 2016 showing the total annual OCPP payments for each category (i.e. one time payouts and annual or monthly pension payments) of OCPP recipient under Item 2, above.

The records provided are based on information available for the following years.

Year	Number of OCPP pensioners who received a monthly benefit payment	Total annual benefit payments
2008	20	\$181,115
2009	21	\$198,417
2010	26	\$252,349
2011	31	\$283,227
2012	38	\$409,853
2013	48	\$633,967
2014	51	\$701,011
2015	53	\$724,672
2016	59	\$817,362

4.) The records showing which Program Budget(s) for each of the year between 2000 and 2016 was used to provide the payments to the OCPP recipients. If more than one Program Budget was used as a source for the OCPP payments, please provide the records showing a breakdown of the amounts charged to each Program Budget.

The Corporate Programs – Employee Benefits program budget includes the overall costs of defined benefit pension plans and other retirement benefits that are paid by The City as the employer. The program does not separately define the budget for OCPP payments.



MYB 2015-2018
Summary(final).xlsx

Refer to the attached document which can also be found at www.calgary.ca/CA/fs/Documents/Action-Plan/CP-Action-Plan-2015-2018.pdf

5.) The records showing the total number of employees enrolled in the OCPP for each of the years between 2000 and 2016.

Date: January 1, 1999 to August 23, 2017

Corporate Programs - Employee Benefits Program 787

Action Plan 2015 to 2018

2012 & 2013 Actual, 2014 Approved Budget, 2015 to 2018 Proposed Budget

Overview

The Employee Benefits program budgets the costs of employee benefits that are paid by The City as the employer. Enhanced benefits paid directly by employees are not included. The program is net zero reflecting full cost recovery from City business units from fringe benefit rates applied to salary and wage expenses.

Program Summary

Canada Pension Plan: Legislated benefit under the Canada Pension Plan Act; the 2014 rate is 4.95 per cent to maximum annual pensionable earnings of \$52,500.

Employment Insurance: Legislated benefit under the Employment Insurance Act; the 2014 rate is 2.63 per cent to maximum annual insurable earnings of \$48,600; costs are partially offset by a premium rebate.

Workers Compensation Board: Legislated benefit under the Workers Compensation Board Act; the 2014 rate is 1.24 per cent to maximum annual insurable earnings of \$92,300, costs are partially offset by a premium rebate.

Pensions: Cost of defined benefit pension plans and other retirement benefits including the Local Authorities Pension Plan, the Special Forces pension plans and Retiring Allowance.

Health Benefits & Insurance: Short-term Sickness & Accident, Health, Dental, Group Life Insurance, Employee Family Assistance Program, and benefits administration as governed by the Municipal Employee Benefit Association of Calgary (MEBAC) agreement and the Firefighters collective agreement.

Vacation Liability: Current year vacation liability expense and payout of banked vacation under various collective agreements.

Corporate Workforce Strategy: Cost of corporate programs that focus on the attraction, development, and retention of City of Calgary employees.

Allocation to Business Units and Recoveries: Recovery of The City's cost of employee benefits from City business units and the Association of Civic Employees Child Development Society (ACE Daycare).

Trends and Issues

Costs of employee benefits typically increase at rates higher than general inflation (based on the Consumer Price Index), driven by industry experience, legislated requirements, and employee growth. Pension costs are forecasted to be 8.7 per cent higher in 2015 and in the 3.5 per cent range thereafter due to increasing contribution and growth rates. Health benefits are forecasted to increase by 8 per cent annually in 2016 to 2018 partly due to increasing drug costs, dental prices, and short-term disability costs.

Corporate Programs - Employee Benefits Program 787
Action Plan 2015 to 2018
2012 & 2013 Actual, 2014 Approved Budget, 2015 to 2018 Proposed Budget

(\$000s)												
	2012 Actual				2013 Actual				2014 Budget (as at June 30)			
	Rev	Expend	Recov	Net	Rev	Expend	Recov	Net	Rev	Expend	Recov	Net
Canada Pension Plan	0	36,127	0	36,127	0	37,902	0	37,902	0	38,603	0	38,603
Employment Insurance	(1,149)	18,366	0	17,217	(1,154)	19,988	0	18,834	(1,410)	20,190	0	18,780
Workers Compensation Board	0	16,220	0	16,220	0	14,326	0	14,326	0	19,065	0	19,065
Pensions	0	167,851	0	167,851	0	187,149	0	187,149	0	192,295	0	192,295
Health Benefits & Insurance	(352)	88,158	0	87,806	(478)	91,321	0	90,843	(430)	107,015	0	106,585
Vacation Liability	0	7,947	0	7,947	0	7,901	0	7,901	0	11,680	0	11,680
Corporate Workforce Strategy	0	4,442	0	4,442	0	4,260	0	4,260	0	5,650	0	5,650
	(1,501)	339,111	0	337,610	(1,632)	362,847	0	361,215	(1,840)	394,498	0	392,658
Allocation to Business Units and Recoveries	0	(345,222)	(308)	(345,530)	0	(375,859)	(117)	(375,976)	0	(392,188)	(470)	(392,658)
Total	(1,501)	(6,111)	(308)	(7,920)	(1,632)	(13,012)	(117)	(14,761)	(1,840)	2,310	(470)	0

(\$000s)																
	2015 Budget				2016 Budget				2017 Budget				2018 Budget			
	Rev	Expend	Recov	Net	Rev	Expend	Recov	Net	Rev	Expend	Recov	Net	Rev	Expend	Recov	Net
Canada Pension Plan	0	40,227	0	40,227	0	41,471	0	41,471	0	42,774	0	42,774	0	43,995	0	43,995
Employment Insurance	(1,150)	21,411	0	20,261	(1,180)	21,994	0	20,814	(1,210)	22,603	0	21,393	(1,230)	23,175	0	21,945
Workers Compensation Board	(700)	17,416	0	16,716	(700)	18,301	0	17,601	(700)	18,736	0	18,036	(700)	19,020	0	18,320
Pensions	0	210,750	0	210,750	0	221,444	0	221,444	0	235,495	0	235,495	0	245,999	0	245,999
Health Benefits & Insurance	(420)	105,440	0	105,020	(430)	114,247	0	113,817	(440)	124,953	0	124,513	(450)	135,372	0	134,922
Vacation Liability	0	8,550	0	8,550	0	8,940	0	8,940	0	9,510	0	9,510	0	9,870	0	9,870
Corporate Workforce Strategy	0	5,650	0	5,650	0	5,650	0	5,650	0	5,650	0	5,650	0	5,650	0	5,650
	(2,270)	409,444	0	407,174	(2,310)	432,047	0	429,737	(2,350)	459,721	0	457,371	(2,380)	483,081	0	480,701
Allocation to Business Units and Recoveries	0	(407,058)	(116)	(407,174)	0	(429,616)	(121)	(429,737)	0	(457,242)	(129)	(457,371)	0	(480,565)	(136)	(480,701)
Total	(2,270)	2,386	(116)	0	(2,310)	2,431	(121)	0	(2,350)	2,479	(129)	0	(2,380)	2,516	(136)	0

Total Number of Employees enrolled in OCPP between 2000-2016	
Year	Total number of employees enrolled in the OCPP
2000	Data not available
2001	Data not available
2002	Data not available
2003	Data not available
2004	Data not available
2005	Data not available
2006	Data not available
2007	Data not available
2008	198
2009	214
2010	246
2011	251
2012	266
2013	261
2014	265
2015	272
2016	298